



SHEBOYGAN COUNTY  
ECONOMIC DEVELOPMENT  
CORPORATION

DO MORE.

# Food Processing Labor Report

*Sheboygan County, WI*

May 2015

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Learn more at: [www.SheboyganCountyEDC.com](http://www.SheboyganCountyEDC.com)

# About Sheboygan County

## Basics

With a population just over 115,000, Sheboygan County is one of the top ten largest Metropolitan Statistical Areas in Wisconsin. The County is an hour drive from Milwaukee to the South and Green Bay to the north, putting it in the heart of Wisconsin's heavily populated and industrial eastern half of the state. Sheboygan County is one of only half of Wisconsin Counties that gained population in 2014.

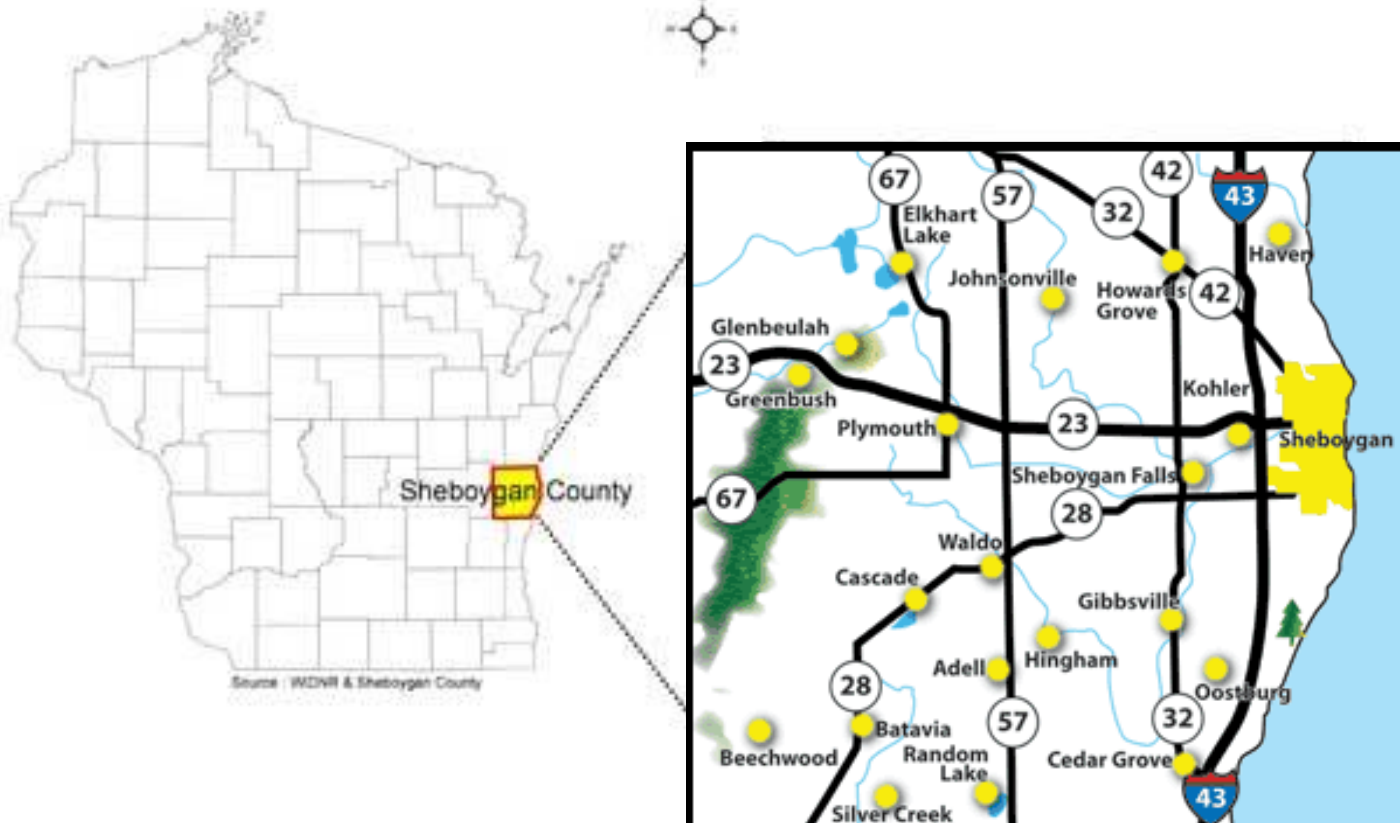
## Economic Base

Sheboygan County's industry base is in manufacturing, tourism, insurance, and agriculture. Manufacturing in Sheboygan County is very diverse. We have a strong clustering in plastics, food processing, especially cheese, and manufacturing machine production. A staple of almost every industry is that there are multiple, family-owned, international manufacturers based in Sheboygan County. The tourism industry is anchored by several well known resorts; The American Club, Blue Harbor, and The Osthoff Resort.

## Global Reach

Companies in the 1,271 mi<sup>2</sup> of Sheboygan County have international footprints in over 40 counties on all six inhabited continents.

## Sheboygan County, WI



Source: WISNIR & Sheboygan County

# Commuting Times & Labor Shed

Two areas are used in determining available workforce in Sheboygan: duality of shorter distance commuting blue collar workers and our influx of managerial and executive workers from surrounding areas. We will also compare this data to the City of Sheboygan itself, the epicenter of the data.

## Primary Zone (Blue Collar)

*Definition: 25 Minute Drive Time*

Nearly three froths of all commuters are within 25 minutes from where they work. As a result, 25 minute drive-times are used for all analysis in workforce.

## Secondary Zone (White Collar)

*Definition: Counties of Sheboygan, Manitowoc, Ozaukee, Fond du Lac, Calumet and Milwaukee*

As Sheboygan County is home to several major employer HQ, there is a significant cohort that commute into the County for work. Approximately 17% of our workforce commutes into the County for work.

## Place of Residence for Persons Who Work in Sheboygan County

Number	State	Residence Co
49,742	WI	Sheboygan
3,706	WI	Manitowoc
1,170	WI	Ozaukee
1,042	WI	Fond du Lac
842	WI	Calumet
457	WI	Milwaukee
367	WI	Washington
226	WI	Brown
81	WI	Dodge
81	WI	Winnebago
77	WI	Waukesha
75	WI	Racine
61	WI	Outagamie
48	WI	Marathon
<b>Work Inflow: 8,658</b>		

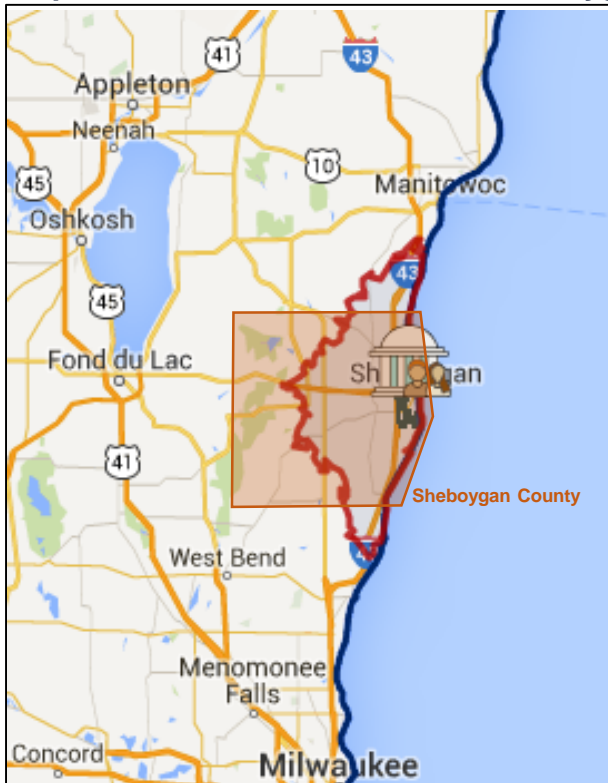
Source: 2006-2010 ACS

Transportation	Sheboygan, WI	United States
<u>Commute Time</u>	<b>18.58</b>	<b>25.44</b>
<b>COMMUTE MODE</b>		
<u>Auto (alone)</u>	<b>83.46%</b>	<b>76.14%</b>
<u>Carpool</u>	<b>8.52%</b>	<b>10.03%</b>
<u>Mass Transit</u>	<b>0.55%</b>	<b>4.98%</b>
<u>Bicycle</u>	<b>0.66%</b>	<b>0.56%</b>
<u>Walk</u>	<b>2.83%</b>	<b>2.82%</b>
<u>Work at Home</u>	<b>3.10%</b>	<b>4.27%</b>
<b>COMMUTE TIME TO WORK</b>		
<u>Commute Less Than 5 min.</u>	<b>6.51%</b>	<b>3.28%</b>
<u>Commute 6 to 9 min.</u>	<b>17.91%</b>	<b>10.37%</b>
<u>Commute 10 to 14 min.</u>	<b>23.11%</b>	<b>14.42%</b>
<u>Commute 15 to 19 min.</u>	<b>19.33%</b>	<b>15.52%</b>
<u>Commute 20 to 24 min.</u>	<b>11.75%</b>	<b>14.78%</b>
<u>Commute 25 to 29 min.</u>	<b>4.35%</b>	<b>6.08%</b>
<u>Commute 30 to 34 min.</u>	<b>5.82%</b>	<b>13.58%</b>
<u>Commute 35 to 39 min.</u>	<b>1.52%</b>	<b>2.73%</b>
<u>Commute 40 to 44 min.</u>	<b>1.51%</b>	<b>3.65%</b>
<u>Commute 45 to 59 min.</u>	<b>3.30%</b>	<b>7.52%</b>
<u>Commute 60 to 89 min.</u>	<b>3.37%</b>	<b>5.56%</b>
<u>Commute greater than 90 min.</u>	<b>1.54%</b>	<b>2.51%</b>

Source: City Data

# Labor Shed Maps

**Map of 25-Minute Drive to from Sheboygan**



**Primary Zone (Blue Collar)**

*Definition: 25 Minute Drive Time*

Population: 109,123

Total Employees: 64,031

The majority of the 25-minute drive time is within Sheboygan County. As a result, Sheboygan County data is often used in lieu of the data within the drive-time as the information is more readily available.

**Secondary Zone (White Collar)**

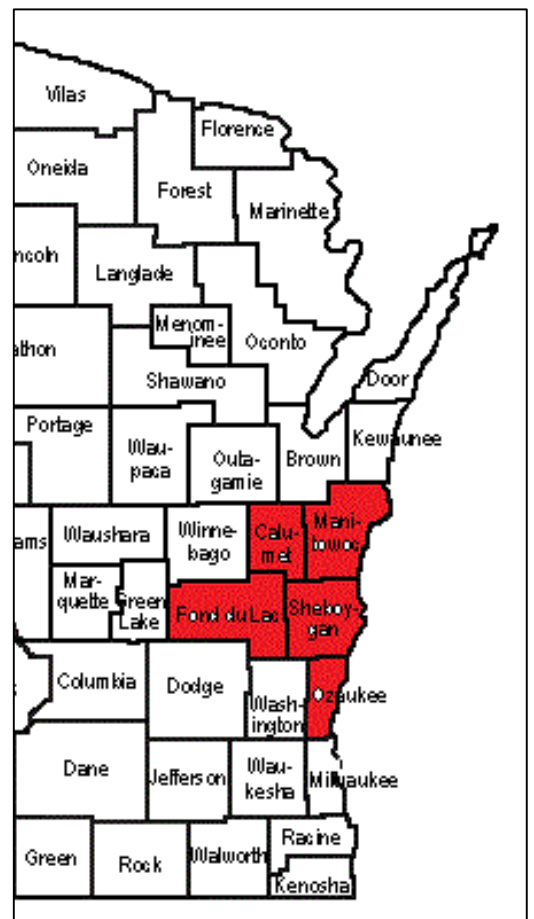
*Definition: Sheboygan, Manitowoc, Calumet, Fond du Lac and Ozaukee Counties*

Population: 437,110

Total Employees: 234,691

Professional employees commute from longer distances. As a result, we have provided data on a 5 County region.

**Map of 5-County Region**



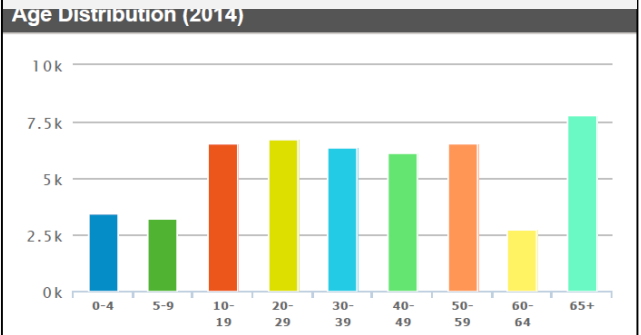
Sources: INWiscosnin.com & US Census

# Age Demographics

## City of Sheboygan

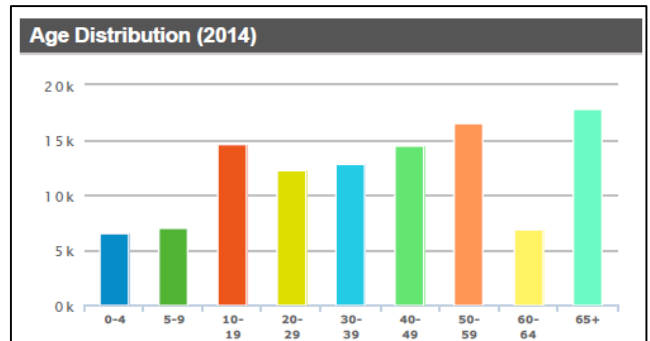
Population (2014)		
	TOTAL	
Population (2014)	49,532	
	TOTAL	%
0-4	3,435	6.93
5-9	3,224	6.51
10-19	6,573	13.27
20-29	6,731	13.59
30-39	6,361	12.84
40-49	6,141	12.4
50-59	6,525	13.17
60-64	2,728	5.51
65+	7,810	15.77

The City of Sheboygan is included, as it has a public transit system in place (explained later). In addition, the population of Sheboygan is a bit more youthful and diverse than the surrounding area.



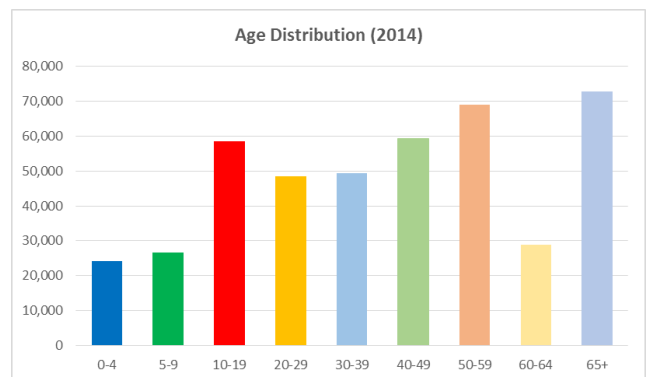
## Primary Zone (25-Minute Drive Time)

Population (2014)		
	TOTAL	
Population (2014)	109,123	
	TOTAL	%
0-4	6,575	6.03
5-9	6,985	6.4
10-19	14,686	13.46
20-29	12,269	11.24
30-39	12,824	11.75
40-49	14,544	13.33
50-59	16,495	15.12
60-64	6,915	6.34
65+	17,830	16.34



## Secondary Zone (5-Counties)

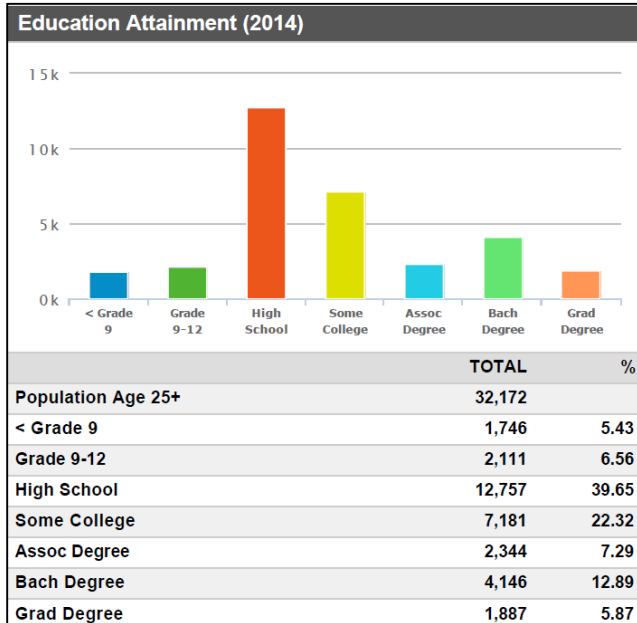
Population (2014)	5-Counties	
Population (2014)	437,110	
Age Distribution (2014)		
0-4	24,231	5.5%
5-9	26,661	6.1%
10-19	58,540	13.4%
20-29	48,419	11.1%
30-39	49,334	11.3%
40-49	59,340	13.6%
50-59	68,856	15.8%
60-64	28,871	6.6%
65	72,858	16.7%



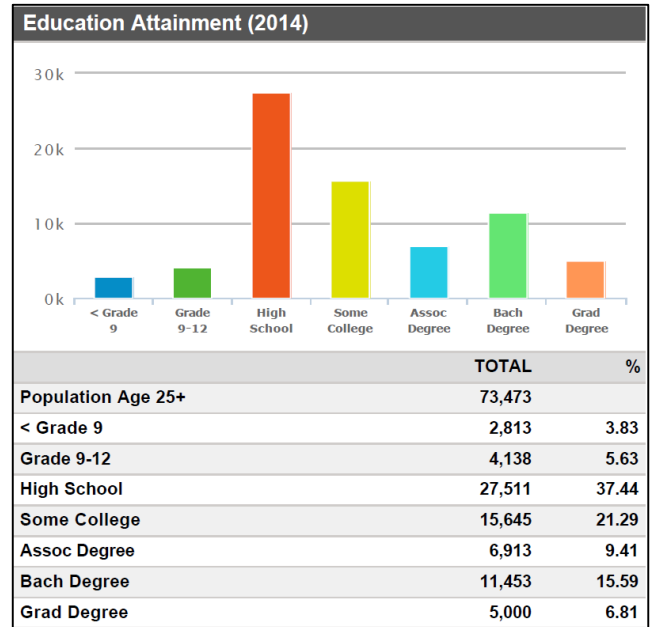
Sources: INWiscosnin.com & US Census

# Education

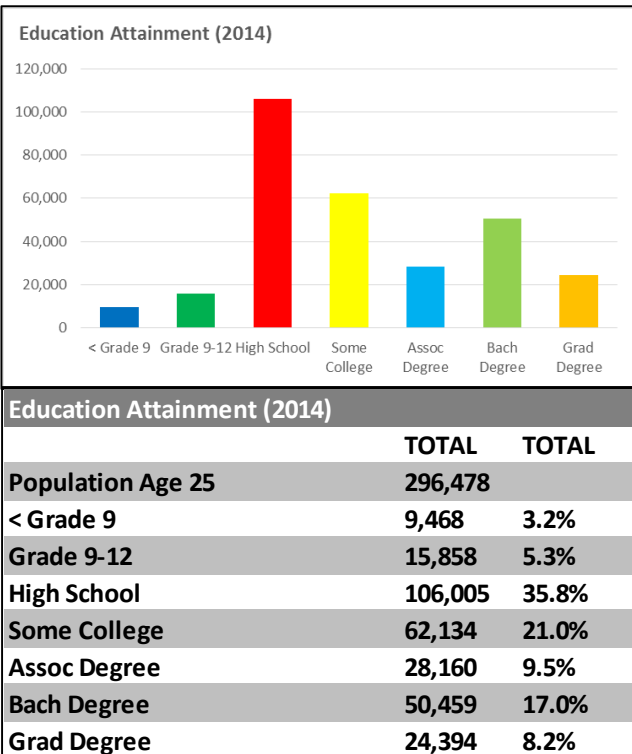
## City of Sheboygan



## Primary Zone (25 Minutes)



## Secondary Zone (5 Counties)

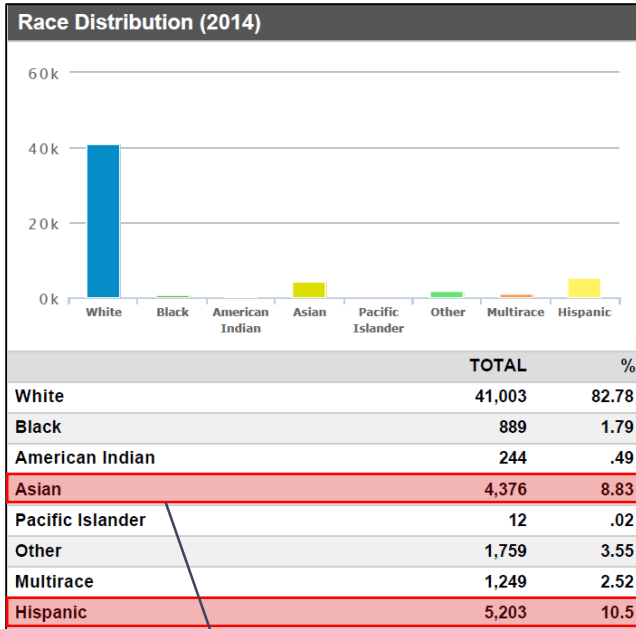


The primary work zone has a high instance of “some college”, with below averages of bachelor’s and graduate degrees. However, the secondary zone, where many professionals who work in the area live, has a higher instances of these advanced degrees.



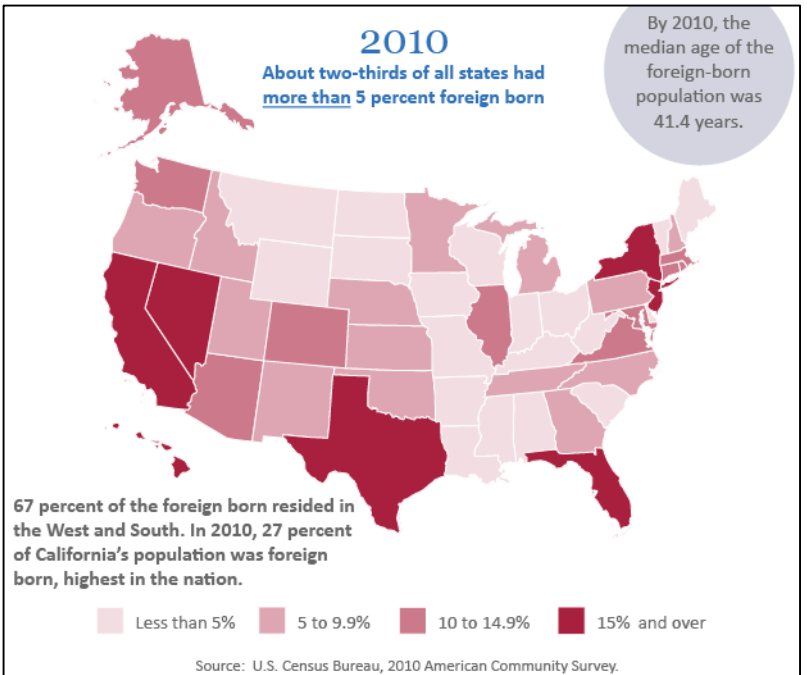
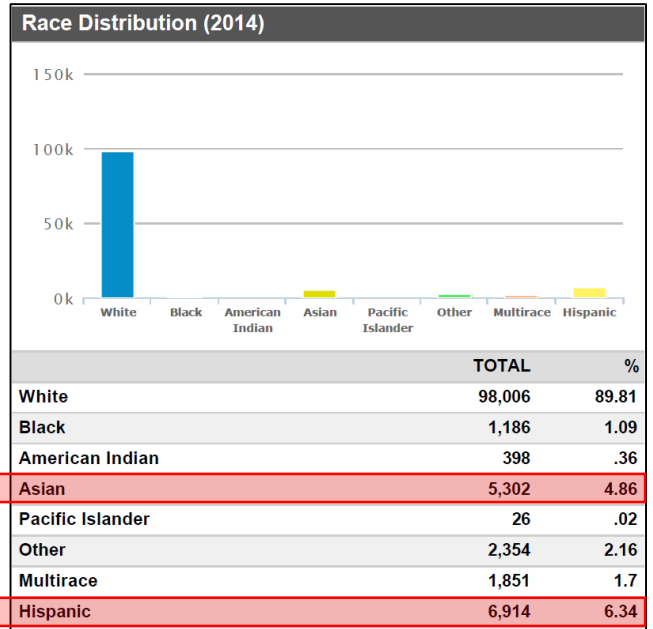
# Ethnicity

## City of Sheboygan



The City of Sheboygan contains the only significant enclaves of population in both the Hispanic and Asian (primarily Hmong) populations. Nearly 20% of Sheboygan's population is non-white. A partnership with the Hispanic Chamber of Commerce of Wisconsin (discussed later) will help catalyze growth of the Hispanic population in Sheboygan County.

## Primary Zone (25 Minutes)



### Foreign Born Residents

Source: US Census

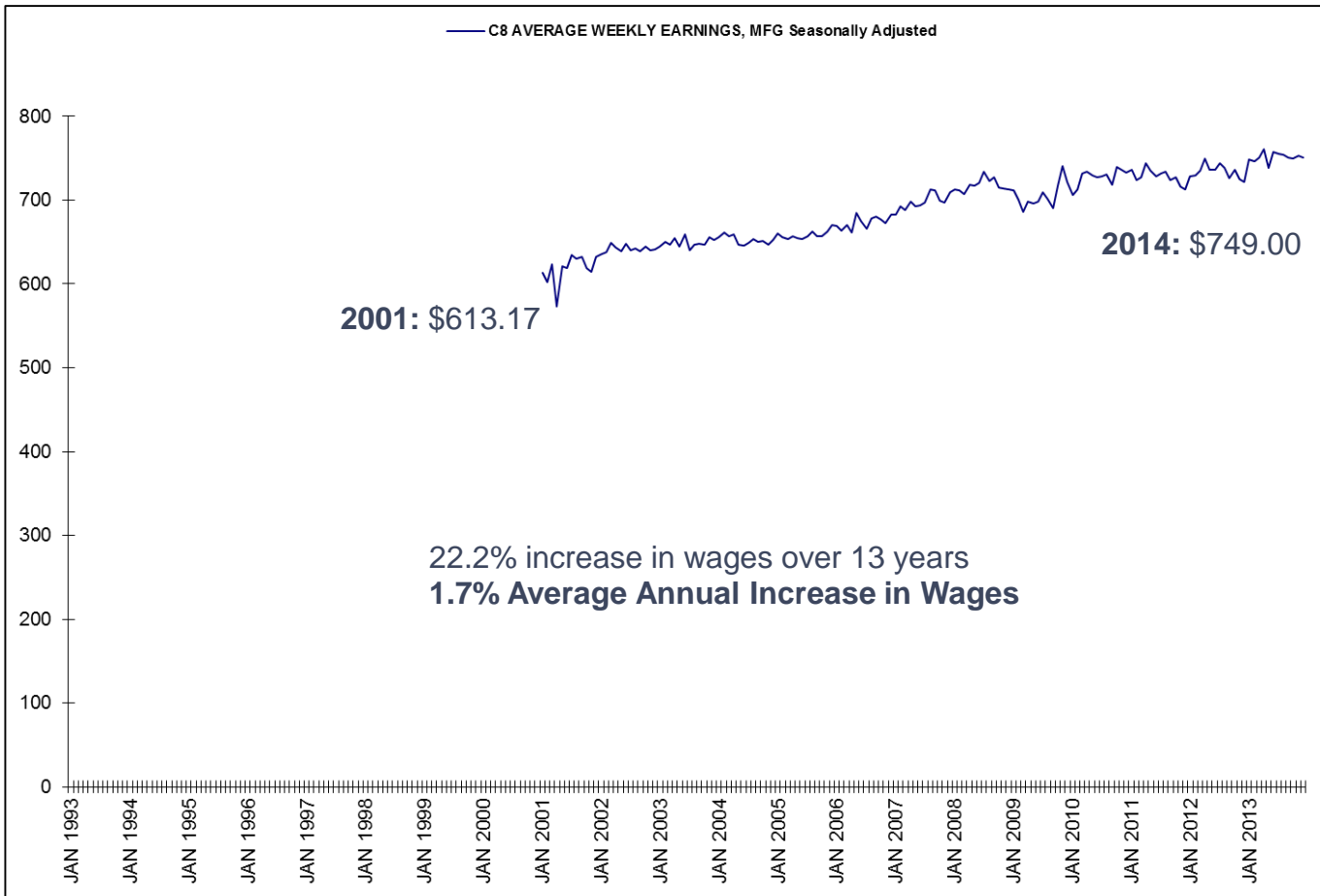
Location	% of Population	Location	% of Population
City of Sheboygan:	9.4%	State of Wisconsin:	4.7%
Sheboygan County:	5.2%	United States:	12.9%



# Hourly Wages

Average hourly wage data is difficult to find without knowing additional information. This page simply shows average manufacturing wages and how they have risen over the past few years. The next page has detailed information on wages in key positions found in many food processing companies.

## State of Wisconsin Average Weekly Manufacturing Wage



Source: Wisconsin DWD

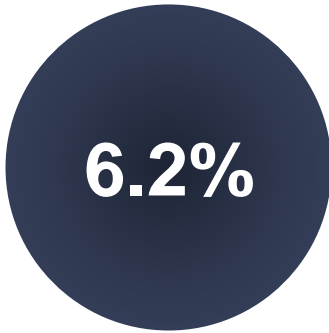
# Hourly Wages

State of Wisconsin wage data is available only for Metropolitan Statistical Areas. As a result, the County of Sheboygan wage data is presented in the adjoining chart.

SOC Code	Occupational Title	May 2013 Employment Estimates	Mean Wage Hourly	% Relative Error Mean Wage	Median Wage Hourly	Entry Hourly	Experienced Hourly	10th PCT Hourly	25th PCT Hourly	75th PCT Hourly	90th PCT Hourly
<b>Production Employees</b>											
51-1011	First-Line Supervisors of Production and Operating Workers	620	\$28.95	7.5	\$26.88	\$17.16	\$34.84	\$15.44	\$20.22	\$35.67	\$49.59
51-2092	Team Assemblers	800	\$15.94	3.1	\$16.16	\$11.20	\$18.31	\$10.21	\$12.55	\$19.44	\$21.67
51-3011	Bakers	120	\$14.04	11.8	\$11.23	\$8.95	\$16.59	\$8.42	\$9.65	\$13.78	\$16.72
51-3021	Butchers and Meat Cutters	50	\$18.55	4.4	\$18.08	\$13.24	\$21.20	\$12.03	\$15.03	\$21.97	\$26.45
51-9111	Packaging and Filling Machine Operators and Tenders	580	\$17.94	3.8	\$19.11	\$13.64	\$20.09	\$11.17	\$15.99	\$21.04	\$22.19
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators	40	\$17.13	12.0	\$19.02	\$9.89	\$20.75	\$8.69	\$11.45	\$21.93	\$25.17
<b>Production Support, R&amp;D, Quality Assurance</b>											
17-2071	Electrical Engineers	50	\$35.38	3.0	\$34.65	\$28.80	\$38.68	\$26.44	\$30.62	\$40.61	\$45.02
17-2112	Industrial Engineers	510	\$35.12	2.5	\$34.80	\$26.87	\$39.24	\$24.58	\$29.49	\$41.41	\$46.19
17-2141	Mechanical Engineers	220	\$33.92	2.8	\$33.47	\$26.20	\$37.78	\$23.80	\$29.13	\$38.83	\$44.83
17-3023	Electrical and Electronics Engineering Technicians	20	\$18.36	10.8	\$23.71	\$8.83	\$23.12	\$8.28	\$9.63	\$26.54	\$28.24
17-3026	Industrial Engineering Technicians	170	\$23.20	3.2	\$23.74	\$18.32	\$25.64	\$16.98	\$20.32	\$26.88	\$28.77
17-3029	Engineering Technicians, Except Drafters, All Other	20	\$28.36	2.7	\$28.53	\$23.04	\$31.02	\$19.66	\$25.12	\$33.00	\$36.04
53-3032	Heavy and Tractor-Trailer Truck Drivers	710	\$19.46	4.0	\$18.50	\$14.55	\$21.91	\$12.82	\$15.97	\$23.67	\$27.48
53-3033	Light Truck or Delivery Services Drivers	260	\$12.52	4.7	\$12.29	\$8.41	\$14.57	\$8.14	\$9.19	\$15.54	\$17.61
<b>Managers</b>											
11-1021	General and Operations Managers	550	\$48.18	4.6	\$39.72	\$20.67	\$61.93	\$18.12	\$25.88	\$62.73	*
11-2021	Marketing Managers	150	\$49.39	6.0	\$44.84	\$36.43	\$55.87	\$33.45	\$38.72	\$54.77	\$68.51
11-2022	Sales Managers	140	\$52.00	5.5	\$49.22	\$32.52	\$61.75	\$29.62	\$38.27	\$63.94	\$75.21
11-3011	Administrative Services Managers	80	\$46.66	5.9	\$43.66	\$28.39	\$55.80	\$26.69	\$34.72	\$53.72	\$70.45
<b>Office Support</b>											
13-2011	Accountants and Auditors	360	\$31.23	3.1	\$28.90	\$22.67	\$35.51	\$20.67	\$24.58	\$34.79	\$43.88
43-3011	Bill and Account Collectors	50	\$16.73	5.0	\$16.13	\$11.60	\$19.30	\$10.48	\$13.11	\$20.05	\$25.04
43-3051	Payroll and Timekeeping Clerks	70	\$22.81	13.8	\$17.67	\$11.57	\$28.43	\$8.80	\$15.15	\$21.62	\$27.16
43-3061	Procurement Clerks	20	\$17.57	4.2	\$17.64	\$14.55	\$19.08	\$12.90	\$15.71	\$20.39	\$22.29
43-6011	Executive Secretaries and Executive Administrative Assistants	110	\$19.80	4.7	\$19.18	\$13.64	\$22.88	\$12.72	\$14.56	\$23.13	\$28.71
43-6014	Secretaries and Administrative Assistants, Except Legal, Clerical, and Postal	610	\$16.81	2.5	\$17.02	\$12.08	\$19.18	\$11.01	\$13.78	\$20.33	\$22.48

Source: Wisconsin DWD

# Turnover Rate



**Average turnover rate for mid-size employers.**

A 2013 survey administered by the SCEDC of local employers indicated the average turnover rate among mid-sized manufacturers (20-250 employees) is 6.2%. 9 mid-sized manufacturers responded to the survey.

# Health Insurance - Cost

<b>Average Single Premium per Enrolled Employee For Employer-Based</b>					
Location	Employee		Employer Contribution		Total
	Currency	Percent	Currency	Percent	
Wisconsin	\$1,220	21%	\$4,510	21%	\$5,730
US Average	\$1,170	21%	\$4,401	21%	\$5,571

*Source: Kaiser Family Foundation*

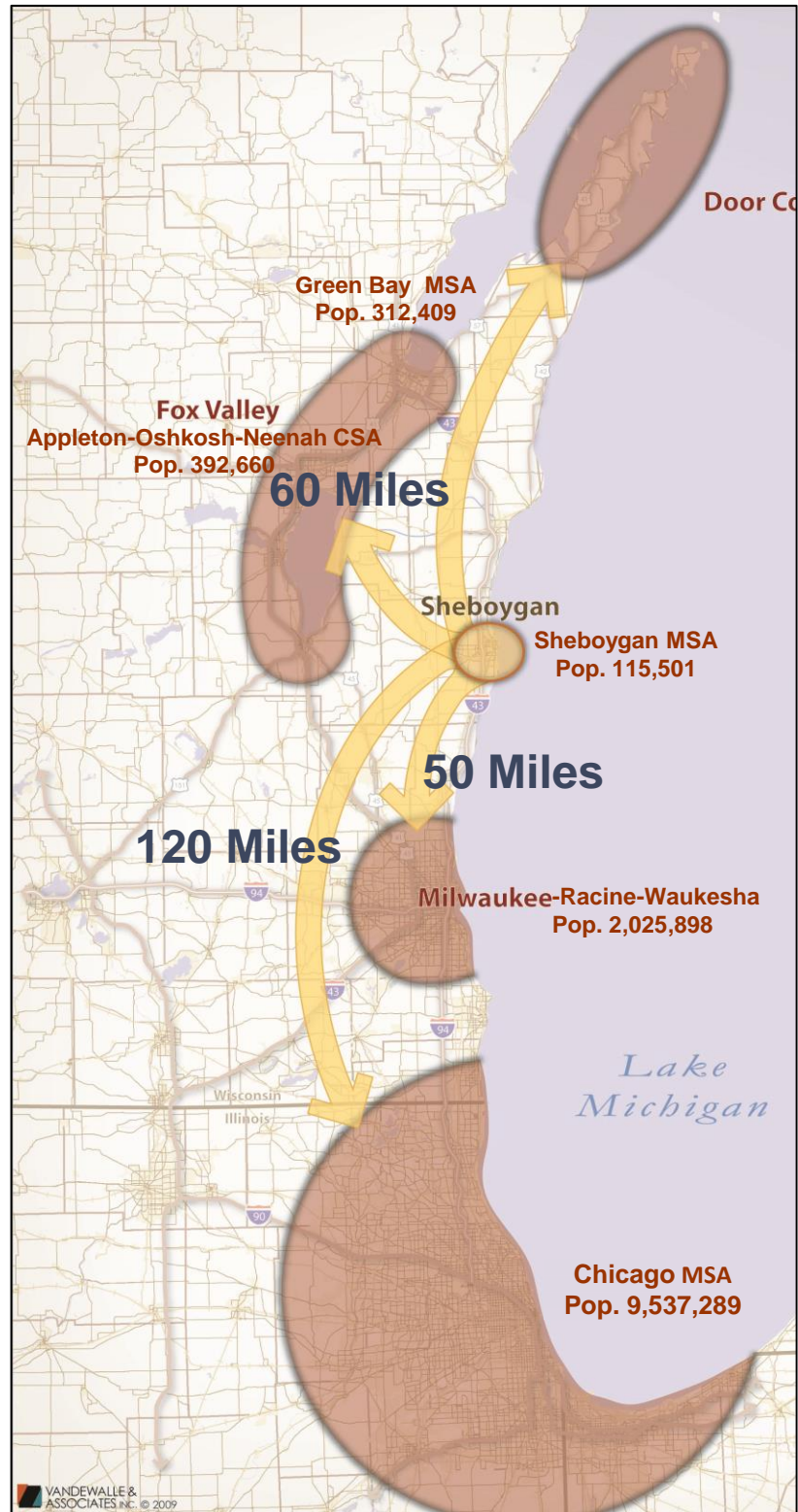
Please see the next slide for a national comparison.



# Nearby Population Base

Sheboygan county is within a 2 and a half hour drive time of MSA's with over 12 million in population or nearly 4% of the United States population.

Sheboygan County alone is a significant market. The County's annual Gross Domestic Product (GDP) was \$6,134 billion in 2013. **Sheboygan County's GDP is larger than over 30 recognized nations.** This includes the nations of Barbados, Zimbabwe, Sierra Leone, Fiji, and Belize.



# Unemployment Rate

## City of Sheboygan

Unemployment Rate: 4.8%

## Primary Zone (Blue Collar)

Unemployment Rate: Unknown

Sheboygan County: 4.5%

## Secondary Zone (White Collar)

Sheboygan County: 4.5%

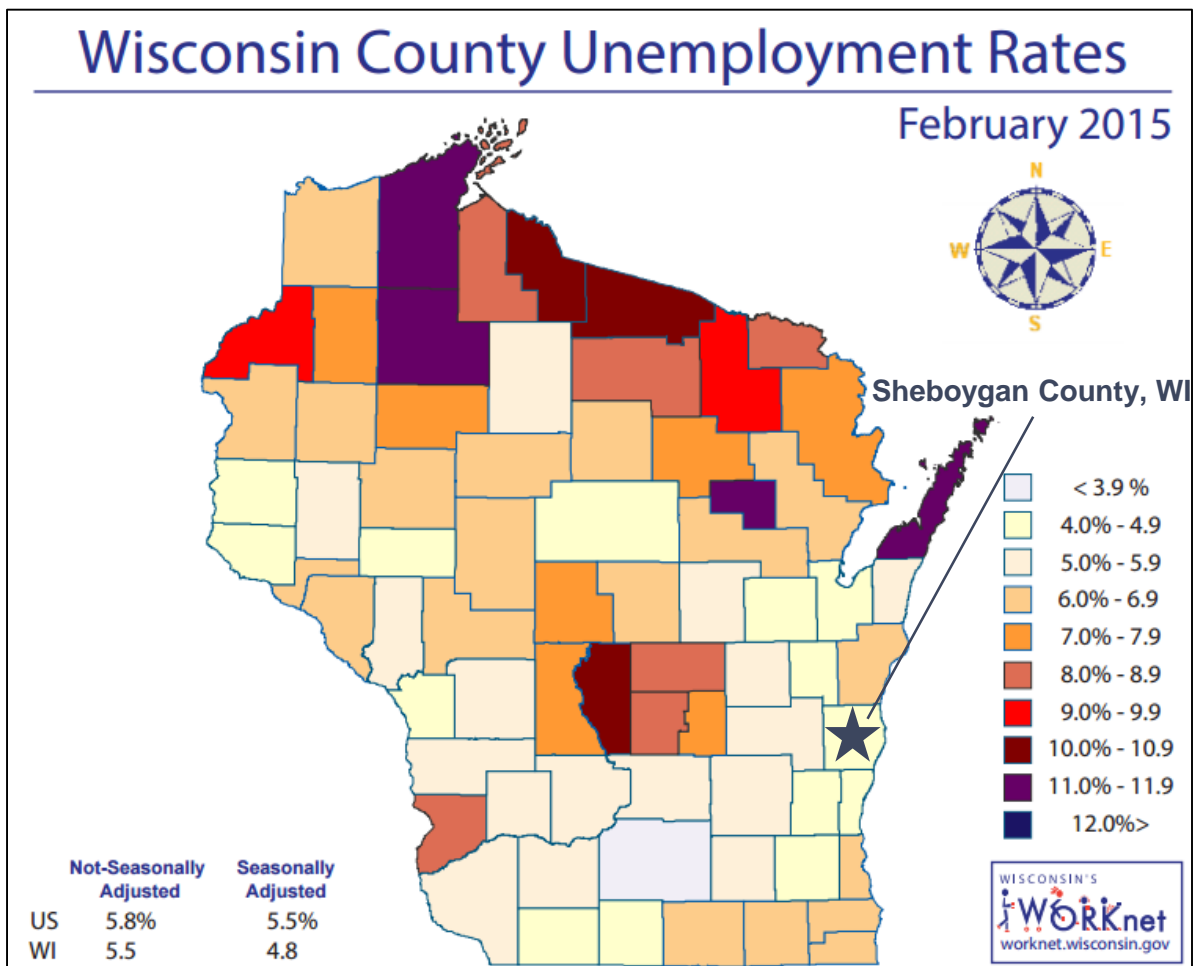
Manitowoc County: 6.4%

Fond du Lac County: 5.0%

Calumet County: 4.5%

Ozaukee County: 4.2%

The Sheboygan area has a low unemployment rate as compared with the rest of the state and Nation. This low unemployment rate stands as a testament to not only 1) our work ethic but 2) that this part of Wisconsin has nurtured the growth of companies for decades.



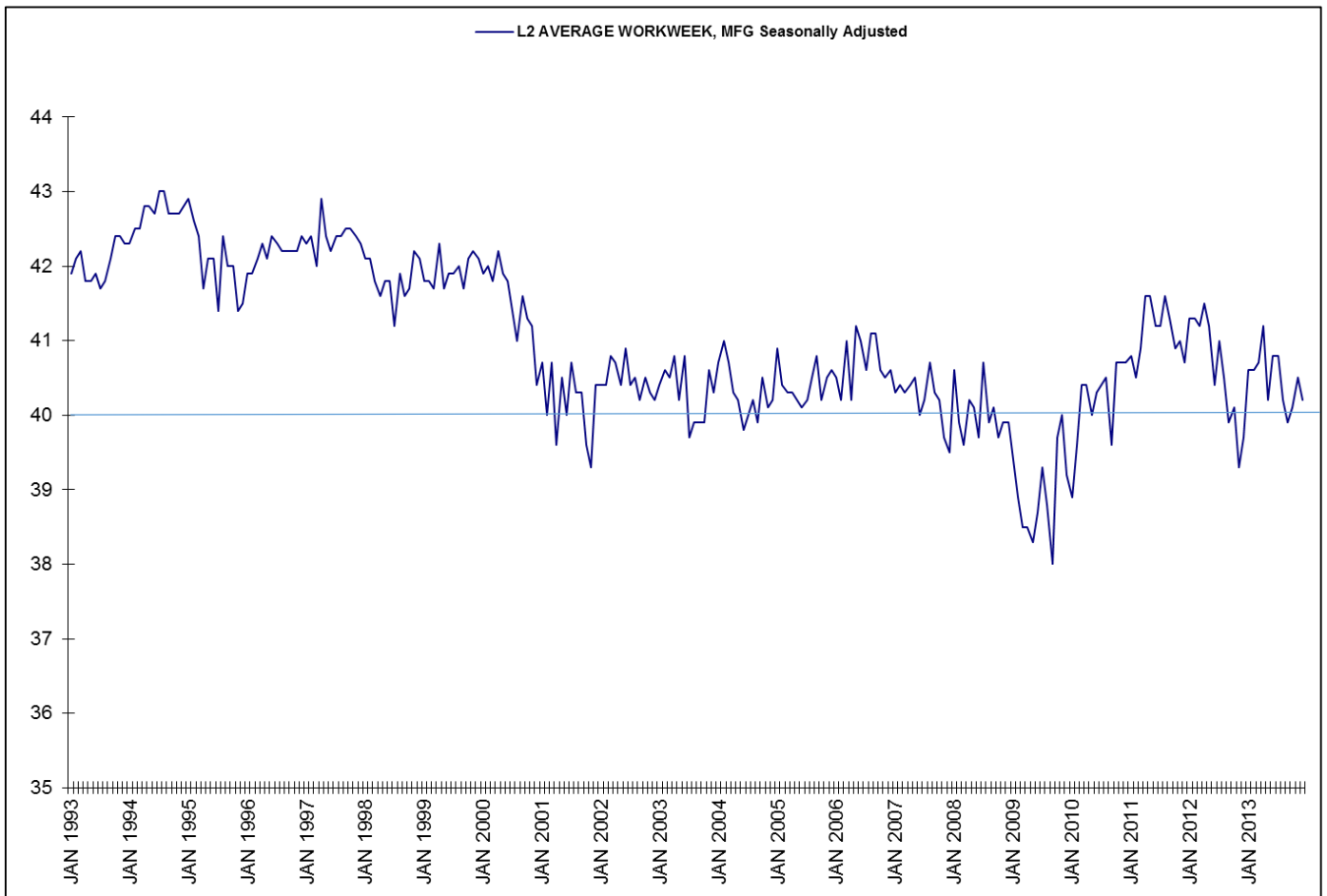
Source: Wisconsin DWD, February 2015 Preliminary Data



# Average Work Week

Below is data from the Wisconsin Department of Workforce Development providing estimates as the average number of hours worked in manufacturing. The data is state-wide and no other sources “closer to home” were found. Anecdotally, many area companies are current running on overtime.

## State of Wisconsin Average Hours Worked in Manufacturing



Source: Wisconsin DWD



# Competition – Manufacturing

Sheboygan County, a metropolitan statistical area, contains one of the highest concentration of manufacturing in the nation. Many of these firms not only have production facilities, but also contain their headquarters and R&D facilities. What is surprising to most is the variety of the type of manufacturers we have. Below are images of products made in Sheboygan County.



The Sheboygan County MSA is tied for the 3rd highest concentration of manufacturing in the United States accounting for 33.1% of employment, according to the U.S. Bureau of Labor Statistics.



A study by Brookings found that Sheboygan County is **One of the Top Twenty Most Innovative Communities in the United States**. This study looked at Patents filed from 1980 to 2012. Sheboygan County made the list with the Silicon Valley, Boulder, CO, Raleigh-Durham-Chapel Hill, NC "The Research Triangle," and Austin, TX.

# Competition – Manufacturing

## Top 50 Private Employers in Sheboygan County

- 1. Kohler Co., enameled iron and metal sanitary ware manufacturing, 5000+**
- 2. Bemis Mfg. Co., plastics product manufacturing, 1000+**
- 3. Nematik, aluminum die-casting foundries, 500-999**
4. Aurora Medical Group Inc., physician offices, 500-999
5. Aurora Health Care Central Inc., general medical and surgical hospital, 500-999
- 6. Sargento Foods Inc., cheese manufacturing, 500-999**
7. Acuity, direct property and casualty insurers, 500-999
- 8. Johnsonville Sausage, meat processing, 500-999**
- 9. Rockline Industries Inc., converted paper product manufacturing, 500-999**
10. Fresh Brands Distributing Inc., managing offices, 500-999
11. Wal-Mart Associates Inc., discount department stores, 500-999
12. St. Nicholas Hospital, general medical and surgical hospital, 500-999
13. Locate Staffing Inc., temporary help services, 500-999
- 14. Dairy Farmers of America Inc., cheese manufacturing, 250-499**
- 15. The Vollrath Co., kitchen utensil, pot and pan manufacturing, 250-499**
- 16. Times Printing Co. Inc., commercial lithographic printing, 250-499**
- 17. Richardson Industries Inc., truss manufacturing, 250-499**
- 18. Nemschoff Chairs Inc., institutional furniture manufacturing, 250-499**
19. Blue Harbor Resort, hotel, 250-499
20. Pick & Save Foods, supermarkets, 250-499
21. Lakeland College, 250-499
- 22. Plastics Engineering Co., plastics material and resin manufacturing, 250-499**
23. McDonald's, limited-service restaurant, 250-499
- 24. Curt G. Joa Inc., paper industry machinery manufacturing, 250-499**
- 25. American Orthodontics Corp., dental equipment and supplies manufacturing, 250-499**
26. Extencicare Homes Inc., nursing care facilities, 250-499
- 27. Great Lakes Cheese of Wisconsin Inc., dairy-product merchant wholesalers, 250-499**
28. Osthoff Resort, 250-499
- 29. Dutchland Plastics Corp., plastics product manufacturing, 250-499**
- 30. Masters Gallery Foods Inc., dairy-product merchant wholesalers, 250-499**
31. The Progressive Step Corp., specialty therapists, 100-249
- 32. Wigwam Mills Inc., hosiery and socks, 100-249**
33. Healthcare Services Group Inc., specialty therapists, 100-249
34. Manpower Inc., temporary help services, 100-249
35. Midwest Dental Care Sheboygan Inc., dental offices, 100-249
36. Sheboygan YMCA, civic and social organization, 100-249
- 37. Carl Buddig & Co. (Old Wisconsin Sausage), meat markets, 100-249**
38. Pine Haven Christian Home Inc., nursing-care facility, 100-249
39. Community Bank & Trust, commercial banking, 100-249
- 40. Mayline Co., office furniture manufacturing, 100-249**
41. Closed
42. United Parcel Service, couriers, 100-249
43. Visiting Nurse Association of Wisconsin. Home health care services, 100-249
- 44. Willman Industries Inc. Iron foundries, 100-249**
45. Sheboygan Senior Community Inc. Nursing care facilities, 100-249
46. Target Corporation. Discount department stores, 100-249
47. Airport Connection of Wisconsin Inc. All other ground passenger transportation, 100-249
48. Mills Fleet Farm. All other general merchandise stores, 100-249
49. Seek Inc. Temporary help services, 100-249
50. Kohl's Department Stores Inc. Discount department stores, 100-249

*\*Employers in red are manufacturers*

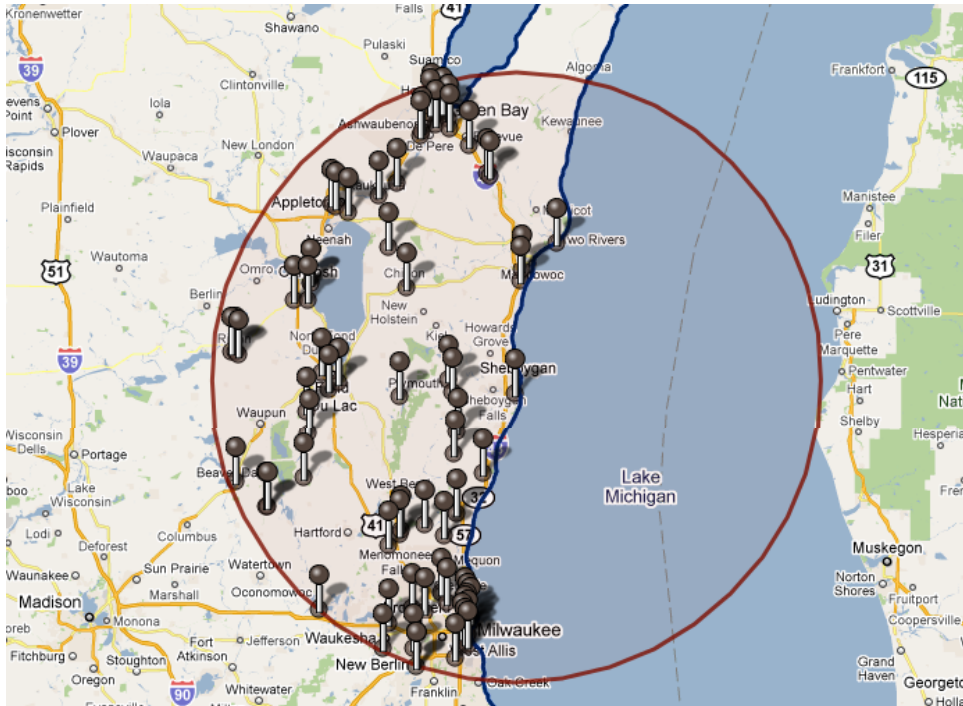


SIGMA-ALDRICH



# Competition – Food processing

## MAP OF 70 FOOD PROCESSORS



Map shows food processors with 50 or more employees and within a 50 Mile radius of Sheboygan. There are over 70 food processors forming the backbone of Wisconsin’s food processing cluster.

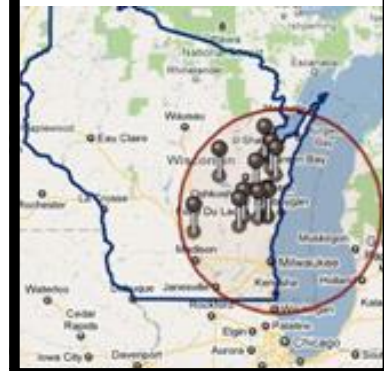
### Top Area Food Processors (50 Mile radius)

Company	Employees
Sargento Foods	1,000+
Mc Cain Foods	1,000+
Emmpak Foods	1,000+
Northern Chocolate Co.	1,000+
Johnsonville Sausage	500-999
Seneca Foods Corp	500-999
Bremmer Inc	250-499
Cargill Meat Solutions	250-499
Dairy Farmers of America	250-499
Lakeside Foods	250-499

Source: Locate in WI

### DAIRY PROCESSORS (NON FLUID)

- ▶ 100 Mile radius of the City of Sheboygan
- ▶ 50 or more Employees





# Food Processing in WI



Wisconsin due to its diverse geography and location in the mid-west, the Nation's agricultural heartland has caused a lot of specialization in this area especially in

- 1) Dairy
- 2) Cranberries
- 3) Potatoes
- 4) Pork Production
- 5) Beef Production

Food processing is so important to the state's economy that income derived from food processing in Wisconsin is not taxed by the state.

In addition, a large portion of UW-Wisconsin's research budget is allocated to advancing the food industry.

Finally, Wisconsin has the 2nd highest concentration of certified organic farms, behind only California.

**Wisconsin has 10 percent of the nation's certified organic farms. The top 10 states by number of farms were:**

1. California with 1898
2. Wisconsin with 870
3. New York with 597
4. Washington with 493
5. Iowa with 467
6. Pennsylvania with 446
7. Minnesota with 440
8. Vermont with 425
9. Oregon with 353
10. Ohio with 336

Source: USDA, BLS

3.7

Location Quotient  
of food  
processing in  
Sheboygan  
County

# Unions

## Wisconsin Becomes 25th Right To Work State

Politics

US

By: Joshua Cook Mar 12, 2015

According to [unionstats.com](http://unionstats.com), 8.2% of the private workforce in the State of Wisconsin is represented by unions.

### Union Membership, Coverage, Density and Employment by State, 2014

State	Sector	Survey Sample Size	Employment	Members	% Members
<b>Wisconsin</b>	Total	3,357	2,625,922	305,611	11.6
Wisconsin	Private	2,839	2,227,589	182,373	8.2
Wisconsin	Public	518	398,333	123,239	30.9
Wisconsin	Priv. Construction	150	116,485	29,579	25.4
Wisconsin	Priv. Manufacturing	679	520,322	88,072	16.9

### Top 25 Employers in Sheboygan County

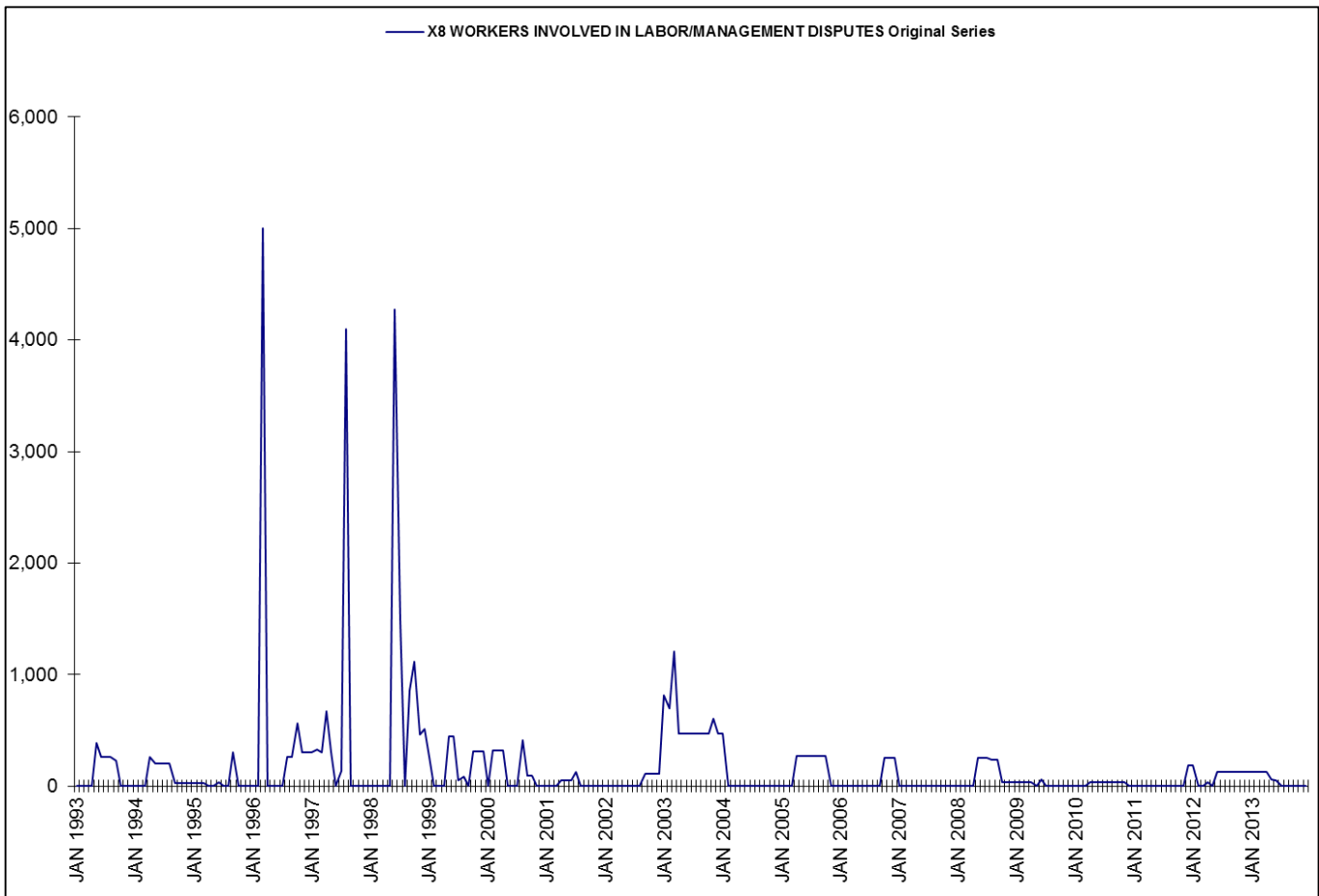
- 1. Kohler Co., enameled iron and metal sanitary ware manufacturing, 5000+ (United Auto Workers)**
- 2. Bemis Mfg. Co., plastics product manufacturing, 1000+**
- 3. Nematik, aluminum die-casting foundries, 500-999**
4. Aurora Medical Group Inc., physician offices, 500-999
5. Aurora Health Care Central Inc., general medical and surgical hospital, 500-999
6. Sargento Foods Inc., cheese manufacturing, 500-999
7. Acuity, direct property and casualty insurers, 500-999
8. Johnsonville Sausage, meat processing, 500-999
9. Rockline Industries Inc., converted paper product manufacturing, 500-999
- 10. Fresh Brands Distributing Inc., managing offices, 500-999**
11. Wal-Mart Associates Inc., discount department stores, 500-999
12. St. Nicholas Hospital, general medical and surgical hospital, 500-999
13. Locate Staffing Inc., temporary help services, 500-999
- 14. Dairy Farmers of America Inc., cheese manufacturing, 250-499**
- 15. The Vollrath Co., kitchen utensil, pot and pan manufacturing, 250-499**
16. Times Printing Co. Inc., commercial lithographic printing, 250-499
- 17. Richardson Industries Inc., truss manufacturing, 250-499**
- 18. Nemschoff Chairs Inc., institutional furniture manufacturing, 250-499**
19. Blue Harbor Resort, hotel, 250-499
20. Pick & Save Foods, supermarkets, 250-499
21. Lakeland College, 250-499
22. Plastics Engineering Co., plastics material and resin manufacturing, 250-499
23. McDonald's, limited-service restaurant, 250-499
24. Curt G. Joa Inc., paper industry machinery manufacturing, 250-499
25. American Orthodontics Corp., dental equipment and supplies manufacturing, 250-499

*\*Employers are known Union Shops*

# Union – Labor Disputes

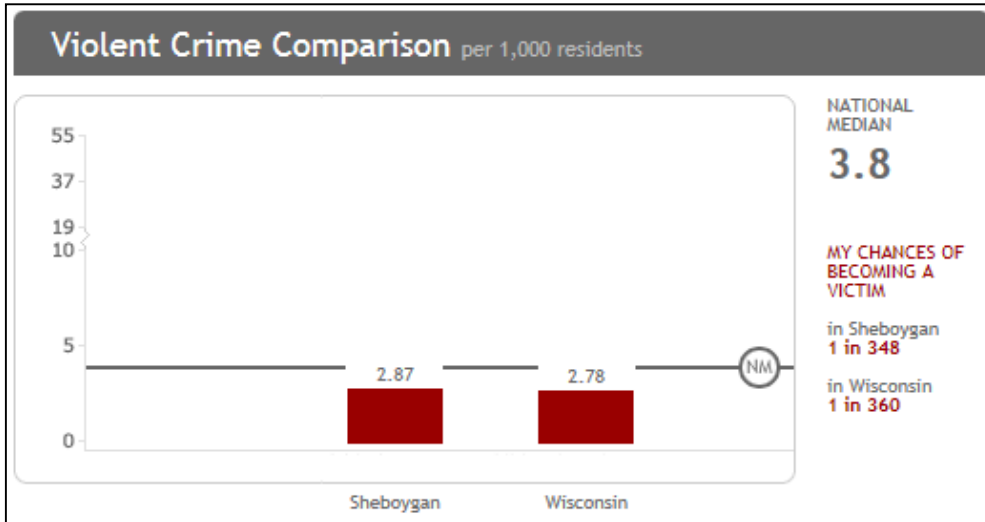
Labor/management disputes in Wisconsin are becoming a lot less prevalent. We were unable to identify data on the County level.

## State of Wisconsin Labor Disputes



Source: Wisconsin DWD

# Threats/Concerns - Security



Source: Neighborhood Scout

## Crime data from the City of Sheboygan's Police Department's Annual Report

The City of Sheboygan has the highest rate of crime incidents in the area, yet the rate is still below the State and National averages. The number of crimes are trending down as the economy continues to improve and as the local police department is adopting a neighborhood policing strategy.

	Murder	Rape	Robbery	Agg Assault	Burglary	Theft	MV Theft	Arson	Total Part I Crimes
2009	2	18	28	51	312	1539	49	7	2006
2010	1	20	22	69	216	1234	44	3	1609
2011	0	16	26	89	231	1165	50	5	1582
2012	3	19	21	126	262	1212	43	5	1692
2013	1	19	14	97	187	1023	31	6	1378
<b>Average</b>	<b>2</b>	<b>18</b>	<b>22</b>	<b>86</b>	<b>242</b>	<b>1235</b>	<b>43</b>	<b>5</b>	<b>1653</b>

	Murder	Rape	Robbery	Agg Assault	Burglary	Theft	MV Theft	Arson	Total Part I Crimes
2014	1	22	17	116	161	1082	24	12	1435
5 YR Average	2	18	22	86	242	1235	43	5	1653
Difference (%)	-50%	22%	-23%	35%	-33%	-12%	-44%	140%	-13%



**Contact:**

Christopher Domagalski, Chief of Police

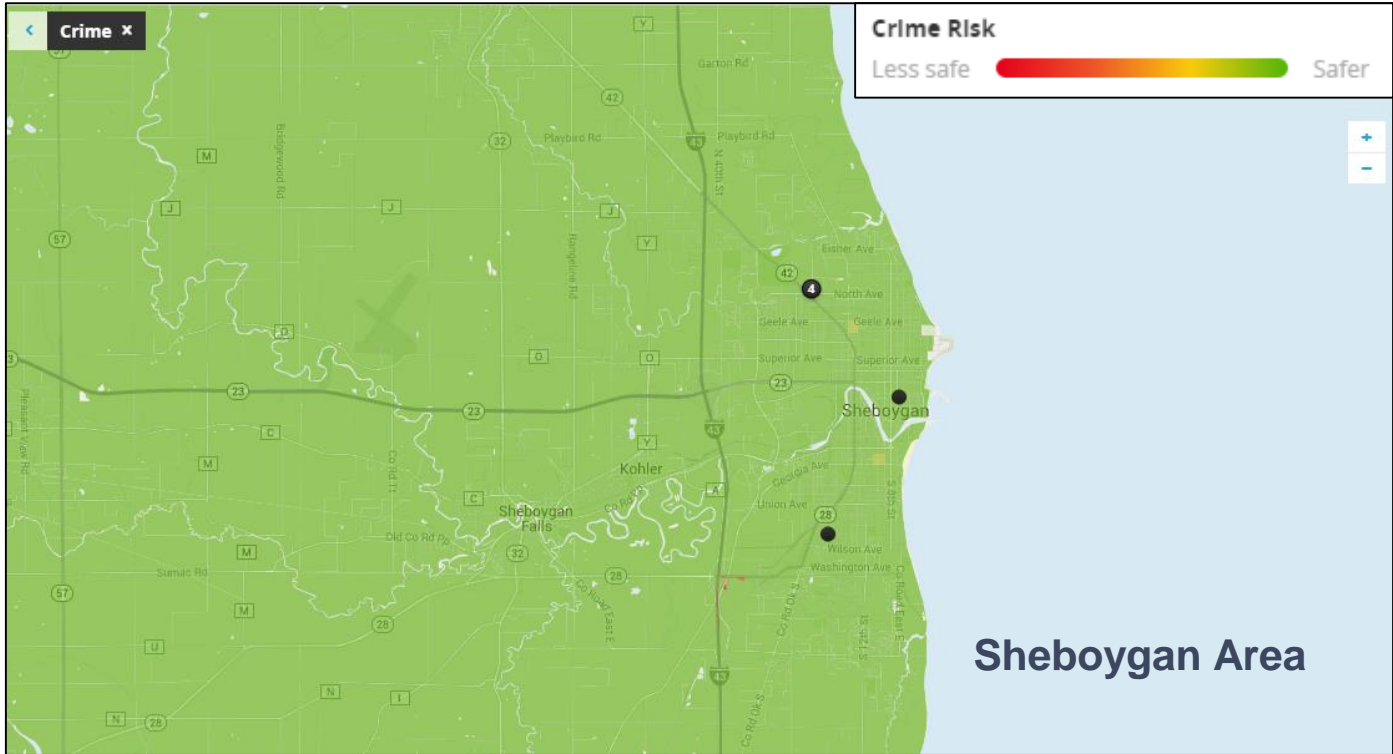
City of Sheboygan

920-459-3333

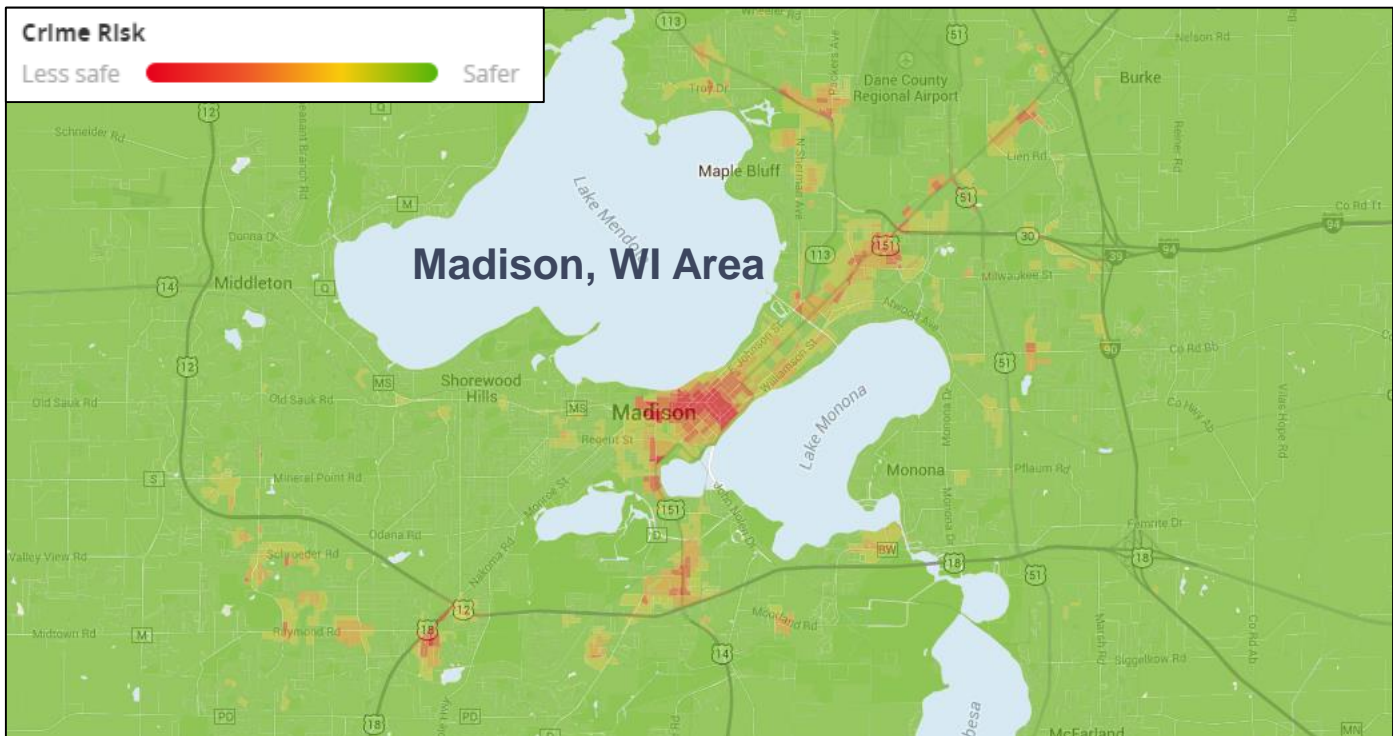
[christopher.domagalski@ci.sheboygan.wi.us](mailto:christopher.domagalski@ci.sheboygan.wi.us)



# Threats/Concerns - Security



These maps compares the relative crime rate from the Sheboygan area to a relatively safe larger community of Madison, WI. Even the most economically depressed areas in the Sheboygan region has low incidences of crime. All industrial areas in the Sheboygan area are “green.”



Source: Trulia.com

# Threats/Concerns - Drugs



## A Message from the Mayor

The protection of our residents is a top priority for the sworn officers that serve under the leadership of Police Chief Christopher Domagalski. The Mayor's Office and the Sheboygan City Council support the efforts of the Police Department to keep our community safe and secure.

As mayor, I am committed to working closely with the Sheboygan Police Department to keep Sheboygan a safe city and a great place to live, work and play. In 2014, I took action to create the Mayor's Neighborhood Leadership Cabinet to encourage more neighborhoods to become neighborhood associations. The cabinet will work directly with established neighborhood associations to reinforce the efforts of the Police Department's neighborhood policing program.

This last year we saw the Police Department cooperate with the Sheboygan Area School District, Sheboygan County Social Services, not-for-profit agencies and area healthcare organizations to initiate a project aimed at

reducing the social harm caused by heroin addiction and prescription drug abuse. This collaborative community based initiative is aimed at understanding the extent of the problem within our community, identifying service gaps and increasing community education to reduce harm.

There are always new challenges to deal with and the Police Department has taken steps to join another community effort to deal with the mental health problems in our community. They have begun efforts to provide each officer with crisis intervention training to better understand and deal with persons who have this disease in our community.

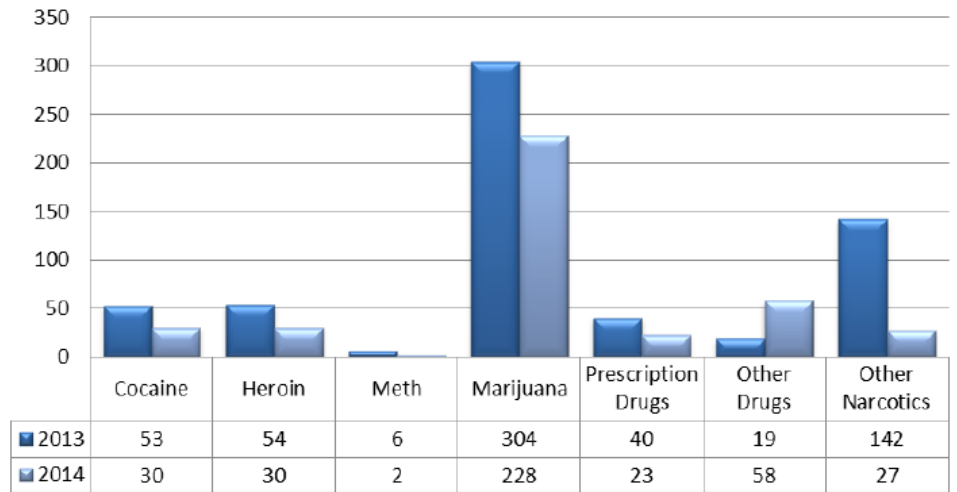
These proactive policing strategies of the Sheboygan Police Department have annually reduced the crime statistics in the City and will keep Sheboygan one of the safest cities of its size in the United States.

Best Regards,

Mike Vandersteen, Mayor

## Drug Arrest Comparison

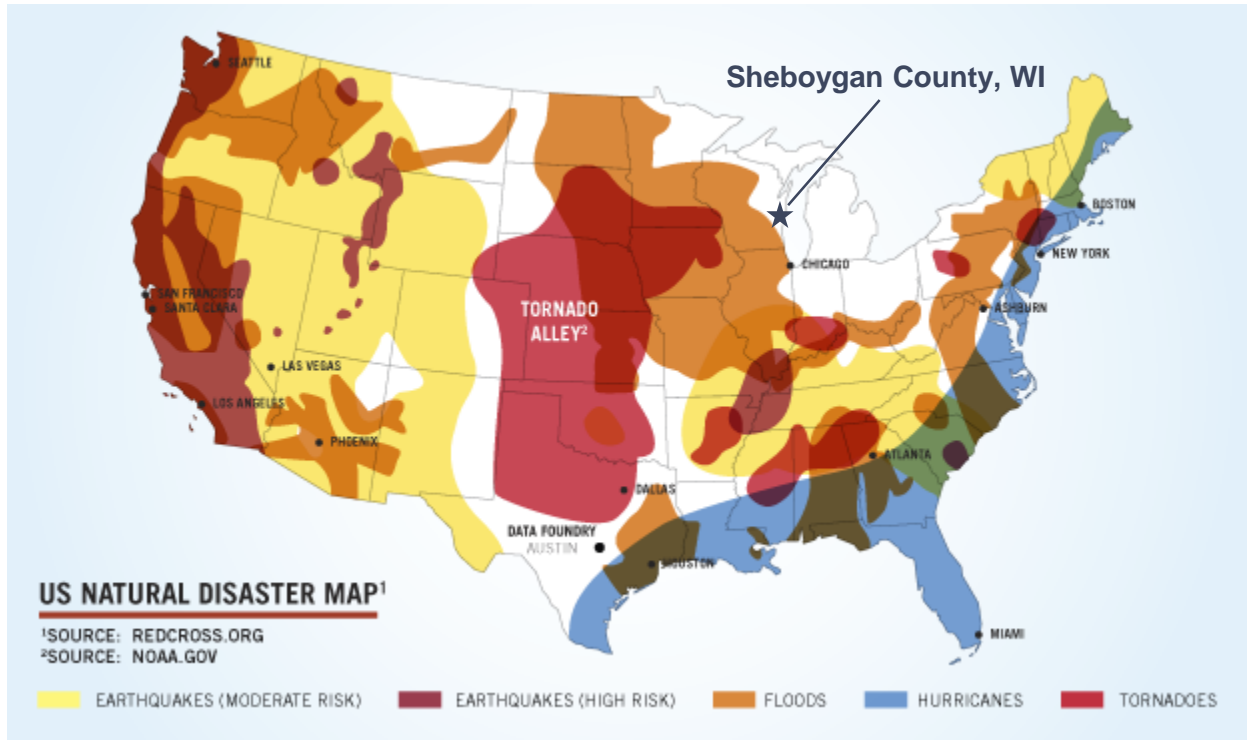
\*SCEDC Board Member



Like many communities we are seeing a rise in drugs and related gang activity. The gang activity is often non-violent and goes unnoticed to the general population (i.e. you don't see them and they are not here to cause trouble.) It is well known among law enforcement agencies that Chicago is the main hub of gang activity in the Midwest. Drugs are often processed and sorted in Chicago and transferred to other communities. Because of Sheboygan's location on I-43 it is a waypoint on the way of drugs traveling to larger communities. The normal route is drugs are transferred from Chicago to Milwaukee then Green Bay and untimely to the Twin Cities in Minnesota.

We are not insulated from the growing drug problem in America.

# Threats/Concerns - Weather



## Sheboygan weather averages

Annual high temperature:	55.7°F
Annual low temperature:	38.6°F
Average temperature:	47.15°F

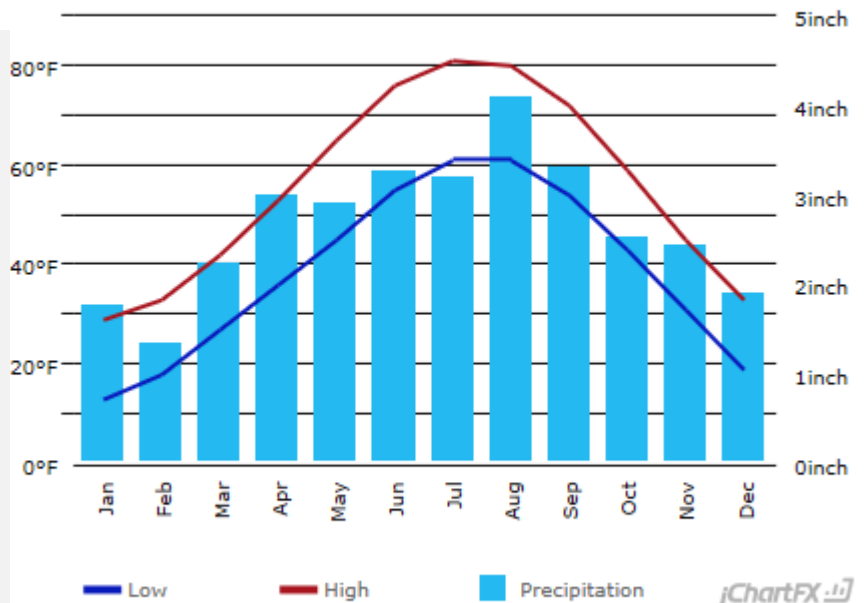
## Climate Sheboygan

### The Snow

The only item that can affect productivity as it relates to weather is snow. When a single snow event exceeds 8" schools and some businesses close. It is common practices for businesses to stay open; however, not all employees make it in for work.

Anecdotally (no data to back this up) there may be 0-3 snow events that close schools per year.

A typical year doesn't have a snow event large enough to close most businesses.



source: U.S. Climate Data - Climate Sheboygan



# Technical College | LTC

**School:** Lakeshore Technical College

**Type:** 2-year Technical College

**Total Enrollment:** 13,817

**Budget:** \$53 Million

**# People Trained for Employers:** 4,045

**Website:** [www.gotoltc.edu](http://www.gotoltc.edu)

## About:

Lakeshore Technical College is a leading provider of technical education offering over 100 career programs, customized training for business and industry, continuing education for personal and professional enrichment, and basic skills education.

## Key Programs

LTC has several programs the food industry manufacturers have drawn from to hire new employees. These include:

- **Electro-Mechanical Technology** (2 yr/Associate Degree) - High end automation technician positions (36-40 enrolled)
- **Industrial Maintenance** (1 yr or 2 yr/Technical Diploma) - General machine and systems maintenance positions (12-14 enrolled)
- **Manufacturing Management** (2 yr/Associate Degree) Overall middle management training (35-40 enrolled)
- **Quality Assurance Technician** (2 yr/Associate Degree) Industry related quality processes and systems (non-lab based) (12-15 enrolled)
- **Food Manufacturing & Processing** (1.5 yr/Technical Diploma) - New program beginning in Fall 2015 for process technicians, lead persons, and supervisors (new program)

In addition to these full degree or diploma programs LTC offers a number of embedded technical certificates that offer short term training options to the employer and the employee. Current certificates offered include:

- Food Manufacturing Production Certificate
- Sanitation Sterilization in Food Production
- Hazard Analysis in Food Production
- Industrial Technology – Packaging
- Lean Manufacturing Overview
- Lean Six Sigma – Measure and Analyze

**LTC named one of Top 150 Community Colleges by the Aspen Institute**



# Technical College | LTC

## LTC | Division of Workforce Solutions

LTC Workforce Solutions can provide your company with customized, innovative training to meet your business needs. We offer on- and off-campus seminars, consulting, and contract services that meet the evolving needs of your business and workforce.

As we work to find solutions for business and industry we make it a priority to incorporate new technology, foster partnerships with business and industry and continually explore new ways to deliver educational services.

### Key Services

#### *Assessment Services*

It's more important than ever to make the right hiring decision and to determine the training most critical for your current employees. LTC Workforce Solutions offers a wide range of skill assessments including supervisory, customer service, sales, technical skills, print reading, math, and more. We can complete assessments at an LTC campus assessment center or at your location. [Learn more.](#)

#### *Facilitation*

LTC offers facilitation services to business and industry for both profit and non-profit organizations. Experienced facilitators can help groups, teams, and boards with planning, problem solving, and negotiations. A facilitator is a neutral party who focuses on how group decisions are made, not what decisions are made. The facilitator handles process while helping the group focus on content.

#### *Safety Plan Writing*

Whether for general safety, hazardous communication, emergency response, lockout/tagout, confined space, or other safety plan needs, our safety experts can train your employees to write the plan; we'll even create the plan for you. All plans are written to comply with the appropriate safety standards.

#### *Strategic Planning*

LTC facilitators help your business to develop short- and long-term strategic plans for organizations and agencies. Facilitators focus on moving through mission, SWOT analysis, critical issues and action plans to help your team hone in on issues critical to your success. Planning may be done on-site, at LTC, or via LTC's electronic meeting room.

#### *Training Program Design*

LTC experts will come on-site to develop curriculum for your training program. A curriculum design specialist observes job tasks and responsibilities, interviews and benchmarks high achievers in a specific job function, and identifies skill sets needed to perform at optimum levels. The specialist then creates a formal training program the company can use for future employees.

#### *Turnkey Programs*

LTC's totally customized turnkey program means we will design, write and develop a training program for your employees, according to your needs and specifications. We can also train your trainer to deliver the program.



#### **Contact:**

Mike Lanser, President  
Lakeshore Technical College  
920.912.6841  
[michael.lanser@gotoltc.edu](mailto:michael.lanser@gotoltc.edu)



Peter Thillman, VP President Workforce & Economic Development  
Lakeshore Technical College  
920.693.1119  
[peter.thillman@gotoltc.edu](mailto:peter.thillman@gotoltc.edu)

**\*SCEDC  
Board  
Member**



# Technical College | Labs

## KOHLER Center for Manufacturing Excellence

Dedicated in 2014, this is a 19,000 sq. ft. facility at a cost of \$6.1 million provides a state-of-the-art training center. At LTC Advanced Manufacturing careers begin in The KOHLER Center for Manufacturing Excellence. Area manufacturers contributed over \$2 million towards the project.

This newly renovated and expanded center of excellence facilitates the development of an educated, skilled, trained and certified advanced manufacturing workforce for local employers. By combining state-of-art facilities and equipment with hands-on instruction from experienced faculty, this world-class center prepares students for high-demand manufacturing careers.

Labs included are:

- Industrial Electrician
- Welding and Fabrication
- Electro-Mechanical
- Mechanical Design
- Machine Tool
- Programmable Logic Control (PLC)
- Food Packaging
  - Horizontal packaging machines are in Cleveland, WI
  - Vertical packaging machine is in Plymouth, WI



*LTC Robotics and Automation Lab*



*LTC High-Speed Packaging Lab*

## GOVERNOR SCOTT WALKER KICKS OFF MANUFACTURING MONTH WITH DEDICATION OF KOHLER CENTER FOR MANUFACTURING EXCELLENCE

CENTER ALLOWS LTC TO DOUBLE TRAINING IN WELDING, CNC AND MACHINE TOOL PROGRAMS

Wednesday, October 1, 2014 - Press Release



# Local College | UW-Sheboygan

**School:** University of Wisconsin - Sheboygan

**Type:** Junior College (2-year freshman college)

**Total Enrollment:** 770

**Website:** [www.sheboygan.uwc.edu](http://www.sheboygan.uwc.edu)

## About:

UW Sheboygan students receive an Associate of Arts and Sciences degree that prepares them for any baccalaureate degree they want to pursue. UW Sheboygan offers Biology, and Chemistry courses that would be relevant to the food production industry. There is also have an aquaponics facility on Campus that is run by Biologist, Dr. Mark Schmitz, that is used for teaching purposes and for research around growing herbs and vegetables (mainly lettuces) using an aquaponics system.

## Graduation:

- 2014 – Approximately 100 graduates with an AAS degree
- 2015 – Approximately 100 graduates with an AAS degree

## Key Programs

Bachelor of Organizational Administration | via partnership with UW-Milwaukee

Bachelor of Information Science and Technology | via partnership with UW-Milwaukee

Bachelor of Engineering (Electrical or Mechanical) | via partnership with UW-Platteville

## Key Initiatives

UW-Sheboygan Engineering Labs



### Contact:

Jacquelyn Joseph-Silverstein, CEO/Dean

UW Sheboygan

920.459.6610

[Jackie.josephsilverstein@uwc.edu](mailto:Jackie.josephsilverstein@uwc.edu)

## Construction on new Engineering building to start in summer 2014

4/17/14 By UW-Sheboygan

The University of Wisconsin-Sheboygan announced today that the campus will break ground on an estimated \$1.4 million engineering building on the UW-Sheboygan campus this summer.

The new 7,000+-square-foot building will provide classroom and lab space for students participating in the University of Wisconsin-Platteville onsite collaborative degree program in Engineering, as well as for UW-Sheboygan pre-engineering students.





# Local College | Lakeland College

**School:** Lakeland College

**Type:** Private, 4-year accredited college with Masters Programs

**Total Enrollment:** 3,450 (850 traditional undergraduate)

**Website:** [www.Lakeland.edu](http://www.Lakeland.edu)

## About:

Founded in 1862, Lakeland College has positioned itself as a vital resource to the communities it serves. One of Lakeland President Dan Eck's central strategic priorities is the identification and development of new community-based partnerships, especially with local employers, who are provided opportunities to train and grow prospective full-time employees. Lakeland's current strategic plan encourages faculty to create partnerships that will benefit local employers and Lakeland students. Here are two specific plan goals that support this direction:

- Goal III, strategy A: The college will understand the needs and expectations of employers and use this information to drive curricular and co-curricular programs.
- Goal V, strategy B: The college will facilitate vital connections with the community among students, alumni, faculty and staff.

## Key Programs:

- Bachelors of Biology: This major has graduated 12 students the last two years and 29 more are in the program.
- Bachelors of Biochemistry: This major has graduated 7 students the last two years and 14 more are in the program.
- Bachelors of Chemistry: This major has graduated 7 students the last two years and 15 more are in the program.
- Bachelors of Accounting
- Bachelors of Information Technology
- Bachelors of International Business
- Masters of Business Administration

## Key Initiatives

Summer Internship Housing | Lakeland College has signed agreements with employers to house summer interns within their on-campus dormitories. Over 100 summer interns who come to the area for work (not from Lakeland College) are expected to stay on campus over the summer break.



### Key Contacts

Dan Eck, President  
Lakeland College  
(920) 565-6589  
EckDW@Lakeland.edu

\*SCEDC  
Board  
Member



**LAKELAND**  
◆ COLLEGE ◆

# Lakeland College | Labs

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## LABORATORY FACILITY

“In the past eight years Lakeland College has really changed how chemistry is done and taught. This started with a complete renovation of the Chase Science Center and updating of the science labs contained within. The labs now look and function like industrial labs. We have also purchased new instrumentation to go along with this renovation. The instrumentation includes a GCMS, FTIR with ATR, UV-VIS, HPLC with UV-VIS detection, DNA Sequencer, Western Blot Imager, and PCR. This upgrade has allowed us design our classes in a more project oriented manner (scientists call this Project Oriented Guided Inquiry Labs, or POGIL for short). This strategy has better prepared our students for Research and Development, or R&D.”

- Dr. Brian Fink

## PARTNERSHIPS WITH EXISTING BUSINESSES

- Johnsonville Sausage temporarily used Lakeland’s biology lab when its own was destroyed in a fire, several years ago
- Sigma-Aldrich Chemical sent many employees to Lakeland College to take chemistry courses prior to the recession.
- Saco Polymers is partnering with Lakeland College’s resources to develop new plastics.

## QUALITY OF LAKELAND COLLEGE GRADUATES

“All but three of the Chemistry graduates in the past 8 years have gone on to graduate school. The graduate programs that these graduates have entered are as diverse as Organic Chemistry, Quantum Chemistry, Nanotechnology, and Forensic Science at programs as diverse as University of Colorado-Boulder, University of North Carolina-Chapel Hill, and University of Wisconsin. Our Biochemistry program, which is newer than the Chemistry program, has shown similar results as it has grown. We have graduates studying Protein folding at Johns Hopkins and Michigan.”

- Dr. Brian Fink



### CONTACTS

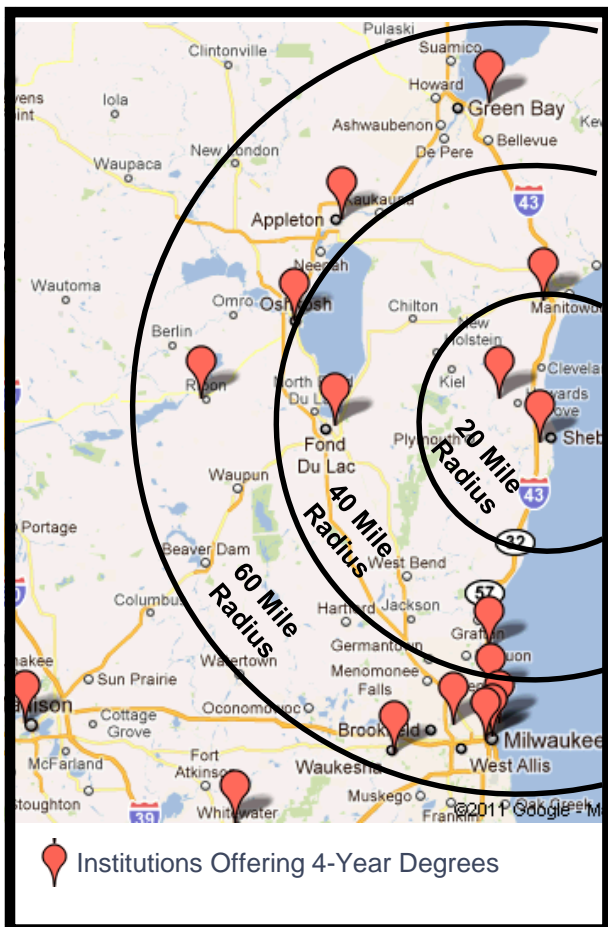
Brian Frink, Ph.D.  
Associate Professor of Chemistry  
[frinkbt@lakeland.edu](mailto:frinkbt@lakeland.edu)  
920-565-1408



# Local College | Other

## Other Colleges

Within 60 miles there are significant private and public colleges and universities. See list below.



## INSTITUTIONS WITH FOUR YEAR DEGREES 60 MILES FROM SHEBOYGAN

University of Wisconsin – Sheboygan, Sheboygan  
Lakeland College, Howards Grove  
Silver Lake College, Manitowoc  
Marian University, Fond du Lac  
Concordia University, Mequon  
Cardinal Stritch University, Milwaukee  
Mt. Mary College, Milwaukee  
University of Wisconsin, Milwaukee  
Milwaukee School of Engineering, Milwaukee  
Marquette University, Milwaukee  
Carroll University, Waukesha  
University of Wisconsin, Green Bay  
University of Wisconsin, Oshkosh  
Lawrence University, Appleton  
Ripon College, Ripon

# Training I Fast Forward Grant

**Grantor Organization:** Wisconsin Department of Workforce Development (DWD)

**Annual funding:** \$7.5 Million (state-wide)

**Average size:** \$5,000 - \$400,000 per applicant (under \$250,000 most likely)

**Match required:** 1:1 match required. Companies match can include the wages of employees going through training.

**Who can apply:** Any business, non-profit, workforce training agency or school. Emphasis is being put on manufacturing.

**Who can you train:** Job seekers, candidates and incumbent employees

**When to apply:** ~ 3-4 rounds of funding come out per year

**Eligible Activities:**

- Any employee-driven training that increases the skill of employees, resulting in measurable compensation increases.

**Ineligible Activities**

- K-12 traditional education programs
- Tuition
- Purchase of real estate or capital equipment
- Construction/remodeling costs
- Trainee travel

**Ideal Use:** Mass hiring/training situations or training cohorts of employees into higher skilled positions.

**About:** Wisconsin Fast Forward includes \$15 million in grants for employer-led worker training programs. The intent is to provide essential assistance that cannot be met through an existing program. Grants will be awarded to maximize the impact of funds in catalyzing local collaboration and also encouraging the development of sustained pipelines that directly align with employer needs. The jobs of the 21st-century economy depend on these training programs.

**Key Scoring Elements:**

- Employer match as compared to the overall training cost
- # of employees impact
- Increase in compensation expected
- Employer demand for skill sets being trained

**Website:** [www.wisconsinfastforward.com](http://www.wisconsinfastforward.com)

**SCEDC Notes:** Grants are perfect for hiring situations where significant entry-level training is required.



**Contact:**

Shelly Harkins, Office of Skills Development  
Wisconsin Department of Workforce Development (DWD)  
608.218.0783

[Shelly.Harkins@dwd.wisconsin.gov](mailto:Shelly.Harkins@dwd.wisconsin.gov)



→ SKILLED WORKERS. SMART BUSINESS. STRONG WISCONSIN.

# Training | WAT Grant

**Grantor Organization:** Wisconsin Technical College System

**Annual funding:** ~ \$4,000,000 in 2014-15 School Year (state-wide)

**Average size:** \$2,000 - \$200,000 per applicant

**Match required:** Only 10% match required; however, to be competitive matches are typically 25% or more of grant funds sought. 1:1 matching is ideal.

**Who can apply:** Local technical college applying to perform training on behalf of a company

**Who can you train:** Incumbent employees only

**When to apply:** ~ 2 rounds of funding come out per year

**Eligible Activities:**

- Assessing learning needs of employees
- Developing curriculum that is directly related to employees' occupational needs
- College staff education to provide ongoing training to companies
- Purchasing training supplies, equipment, or instructional materials
- English Language Learning instruction or other basic skills
- Technical training for employees that will result in opening career pathways

**Ineligible Activities:** Unknown

**Ideal Use:** Train employees during a company expansion. When training required for the expansion is already offered by Lakeshore Technical College.

**About:** The Wisconsin Technical College System Board awards funds to promote increased investment in the development of incumbent workers, improve Wisconsin businesses' productivity and competitiveness, augment the state's economic base, support career pathways and expand technical college training and technical assistance services to businesses and industry. Grants will be awarded to upgrade the skills and productivity of employees of established businesses operating in Wisconsin, with the additional objective of supporting regional workforce and economic development efforts. Training under these grants must focus on occupational skills but can include a combination of occupational, academic, and employability topics or courses. Grants will also be awarded for market expansion or business diversification services to established Wisconsin businesses.

**Key Scoring Elements:**

- Measureable increase in productivity as defined by
  - Greater production speeds
  - Fewer line stoppages or safety concerns

**Website:** <http://mywtcs.wtcsystem.edu/grants/workforce-advancement-training-%28wat%29>

**Program Detail:** <http://mywtcs.wtcsystem.edu/wtcsinternal/cmspages/getdocumentfile.aspx?nodeguid=63851138-e446-42fc-b3df-6da889ddf5a3>

**SCEDC Notes:** LTC has been very successful at obtaining these grants. Highly recommended.



**Contact:**

Jane Birkholz, Training Director

Lakeshore Technical College

(920) 693-1275

[Jane.Birkholz@GoToLTC.edu](mailto:Jane.Birkholz@GoToLTC.edu)



# Training | WEDC Grant

**Grantor Organization:** Wisconsin Economic Development Corporation (WEDC)

**Annual funding:** \$500,000 for 8 businesses (state-wide)

**Average size:** \$5,000 per employee hired, up to \$200,000

**Match required:** 1:1 match required

**Who can apply:** Any for-profit company in Wisconsin

**Who can you train:** Production employees only

**When to apply:** Any time, open application process

**Eligible Activities:** Production related training not offered by local technical colleges

**Ineligible Activities:** Any training provided by the local technical college

**Ideal Use:** When a company is implementing a newer technology or process and training for a new machine or process is driven by the vendor of the equipment. New enterprise management systems training is eligible.

**About:** Wisconsin provides Training Grants to assist businesses in workforce retention and expansion into new markets and technology. The program provides grant funds to businesses to upgrade or improve the job-related skills of its full-time employees. Grant funds may be approved for eligible training and provided to existing and new employees in full-time jobs.

**Key Scoring Elements:**

- Number of full-time employees to be trained Training shall be related to a specific project
- Whether the project might not occur without the WEDC training grant
- The extent to which the project will be financed with other forms of public assistance
- The extent to which the project will contribute to the job growth, job retention and economic growth of this state
- The financial soundness of the business

**Website:** <http://inwisconsin.com/grow/assistance/training-grants/>

**SCEDC Notes:** The SCEDC has been successful at obtaining this grant in the past. Only recommended in narrow scenarios. If tax credits or loans from the state are more appealing, we would encourage businesses to apply for those first.



**Contact:**

Jon Bartz, Regional Account Manager

Wisconsin EDC

920-450-0955

[jon.bartz@wedc.org](mailto:jon.bartz@wedc.org)





# Support Groups | Hispanic Chamber

**Organization:** Hispanic Chamber of Commerce

**Website:** [www.hccw.org](http://www.hccw.org)

**What is it:** Advocates and promotes the business development and advancement of Hispanic and other small- to mid-sized enterprise businesses and for others through education, advocacy, training, networking, personal empowerment, workforce development and numerous other programs and services.

**Key Service (Workforce Training Initiative):** Employers we've partnered with also encounter otherwise qualified candidates who cannot meet minimum employment standards due to a lack of essential life (soft) skills training. While the aging workforce and related retirements add another degree of difficulty to preserve a sound workforce.

To address these growing needs while connecting unemployed or under-employed individuals to family-sustaining careers, we organized a consortium of partners including corporations, advanced manufacturers, government agencies, technical colleges, workforce development boards and private foundations to create the HCCW Advanced Manufacturing Training Initiative.

## About the Sheboygan County Effort

The Sheboygan County EDC and the Hispanic Chamber are working to provide essential life skills (soft skills) and technical skill training to provide pathways for Low to Moderate Income workers to work for area companies. Key attributes of our partnership include:

- Coordinating 8-12 companies to participate in the Hispanic Chamber Workforce Training Initiative (several companies in Sheboygan County are very interested)
- Grass roots outreach to low to moderate income areas
- Screening of applicants to provide essential life skills training (soft skills)
  - E-verify, drug screening, background check, Education assessment (TABE)
- Train cohorts of 20-25 people to work for Sheboygan County companies
  - Time management, punctuality, critical thinking and problem solving, computer skills, communication and relationship building, personal finances, math & English
- Resettlement of class into Sheboygan County if class is not from the area
- Goal: resettle 300+ families in Sheboygan County over the next 2-3 years
- Using Federal incentive financing to build workforce housing

**SCEDC Notes:** The Hispanic Chamber is the only organization we know of with a demand-drive, private sector solution to breaking the poverty cycle by getting those with less than desirable employability skills into family sustaining jobs and wages. With a 82% employee placement rate when dealing one-on-one with companies, Sheboygan County hopes to deploy this solution on an industry-wide basis in manufacturing and hospitality.



### Contact:

Jorge Franco, Chairman, President & CEO  
Hispanic Chamber of Commerce of Wisconsin  
(414) 643-6963  
[Jorge@HCCW.org](mailto:Jorge@HCCW.org)





# Training | Hispanic Chamber



March 31<sup>st</sup>, 2015

Mr. Dane Checolinski, Director  
Sheboygan County Economic Development Corp.  
508 New York Avenue – Room 209  
Sheboygan, WI 53081

RE: Letter of Support

Dear Mr. Checolinski,

The Hispanic Chamber of Commerce of Wisconsin (HCCW) is glad to support the proposal the Sheboygan County Economic Development Corporation (SCEDC) is submitting to Bingswager Advisory Services, Inc. in regards to selecting Sheboygan County as the home for a new food processing company. The partnership established between the HCCW and SCEDC to engage underserved and underutilized LMI individuals is prepared to activate and assist with talent recruitment to meet your entire workforce needs.

The HCCW is a 501(c)(3) community development organization with over 40 years of experience representing the interests of 500,000+ Hispanic individuals and more than 10,000 Hispanic owned businesses in Wisconsin. As you are aware, the Hispanic population is youthful, has an outstanding work ethic, and is emerging as the solution to the skilled worker shortage our nation faces.

As stated above, we support the SCEDC proposal and look forward to continue working with you and engaging the leaders of the company looking to open their facilities in Sheboygan County.

In economic success,

Jorge Franco  
Chairman, President & CEO

Jose L. Araujo  
Senior Associate Director

Funded in part by  
Community Development Block Grant

Recipients: Hispanic Chamber of the Year 1988  
Hispanic Chamber of the Year – Region IV 1994, 1996 through 2009  
– National 2005/2006

Member United States Hispanic  
Chamber of Commerce

1021 W National Avenue • Milwaukee, WI 53204 • Tel (414) 643-6963 • Fax (414) 643-6994 • [www.hccw.org](http://www.hccw.org)

# Training | Red Raider Mfg.

**Organization:** Sheboygan Area School District, (SASD) specifically Sheboygan North & South High Schools

**What is it:** A partnership between the School District and employers to upgrade and modernize both high schools technology education via a \$5.6 million investment in facilities and equipment. Prior to upgrading equipment, SASD has upgraded its curriculum in manufacturing technology with direct employer input.

**Curriculum Update:** Key to new labs is curriculum. The SASD high-school manufacturing technology includes elements of the following:

- Precision Measurement
- Print Reading
- Problem Solving/Troubleshooting
- Automation
- Trade & Industry Math
- Quality Control & Statistics
- Systems Thinking
- Critical Thinking
- Basic Tools
- Safety
- Employability Skills
- Team Work

## Program Timeline:

- A Federal Grant was applied for in March of 2015. Grant awards will be announced in early May 2015. If successful, construction on new technology wings will begin ASAP. Already the School District has raised \$3.3 million, with \$2.8 million from several private, local businesses. The Federal Grant is to close the gap between \$3.3 and the needed \$5.6 million.

## Program Goals (2-years):

- Increase students taking manufacturing technology courses from 100 to 200 in 2 years
- Increase number of college credits earned through SASD courses from 100 to 150
- Increase students in Youth Apprenticeships/Interns from 20 to 40

**Website:** <https://www.sheboygan.k12.wi.us/RedRaiderMfg/start.html>

**SCEDC Notes:** If successful, SASD will become the second school district in Sheboygan County to acquire cutting edge technology in its school district, following Plymouth. This program was demanded by local manufacturers and the high school responded with enthusiasm. This helps to show the level of support manufacturers have in Sheboygan County. We know manufacturing is the corner stone of our local economy. The SCEDC itself is contributing \$50,000 to the project and will administer an oversight committee to ensure the goals of the program are being met.



## Contact:

Joe Sheehan, Superintendent  
Sheboygan Area School District  
920-459-3514

[jsheehan@sheboygan.k12.wi.us](mailto:jsheehan@sheboygan.k12.wi.us)



# Training | Plymouth HS

**Organization:** Plymouth School District | Plymouth Science and Technology Center

**What is it:** A partnership between the School District and Lakeshore Technical College to provide technical training to high school students.

## Facility Highlights:

- **Agriscience Lab:** Greenhouse and enclosures for small animals
- **Automotive Lab:** Enhanced with new hoists and other equipment thanks to partnership with Van Horn Automotive Group
- **Engineering/CAD Labs:** Computer-aided design software, three-dimensional printer, and control panel and immersive CNC simulators for Haas high-tech mills
- **CNC Lab:** State-of-the-art Haas CNC mills and a Haas lathe
- **Construction Lab:** Saws, drill presses and other tools for woodworking
- **Culinary Arts Kitchen:** Stoves, refrigerators and appliances
- **Graphics Lab:** Laser engraver, screen printing and traditional press
- **ITV Classroom:** Remote-access screens to allow distance-learning
- **Manufacturing Lab:** High-speed packaging machine manufactured by Viking donated by Sargento Foods, and a sandblaster
- **Welding Lab:** Professional metal fabrication training facility and a CNC plasma cutter

## 2<sup>nd</sup> Phase

- Plymouth will begin construction of a new Agriculture and Science addition in spring of 2015. The school district raised \$1 million from private donors and citizens to construct the facility.

**Website:** <http://www.plymouth.k12.wi.us/Schools/WHY/scitech.html>

**SCEDC Notes:** This program has had tremendous success. The school district has seen an influx of open enrollment students as a result of the labs. The science teachers are young and work in area manufacturing companies over the summer to ensure they are teaching students real-live employability skills.



### Contact:

Carrie Dassow, Superintendent  
Plymouth School District  
920-892-2661  
[cjdassow@plymouth.k12.wi.us](mailto:cjdassow@plymouth.k12.wi.us)



Image: Viking-Masek vertical food-grade packaging machine students use in class

# Training | Plymouth HS

**Organization:** Plymouth School District | Food Science & Ag Center

**What is it:** The state-of-the-art center is meant to better provide PHS students and community members with skills needed by the locally and globally important food industry

## Facility Highlights:

The Food Science and Agriculture Center, expected to open in the fall, will feature a 30-by-90-foot greenhouse attached to a 30-by-80-foot classroom and house the latest growing technologies, including hydroponics and aquaponics.

As a research facility, the center will give students the opportunity to explore the proper balance between UV and fluorescent light, for example, and to scout for pests and disease. They will be involved with the installation, maintenance and testing of various growing systems, as well as the design of future technologies.

## About

- Groundbreaking set for spring 2015; to open in fall 2015
- 5,100-square-foot building to be built northeast of Plymouth High School
- 30-by-90-foot greenhouse attached to a 30-by-80-foot classroom
- Will feature state-of-the-art growing systems, such as hydroponics and aquaponics
- Will provide real-life, hands-on experience to students in seven academic areas (agriculture, food science, culinary arts, science, engineering, health, business)
- Will produce food that will be developed into new products and healthy recipes for school lunches and after-school snack programs
- Will host community education classes
- Will allow for partnerships with area businesses and community organizations
- Estimated cost \$1 million, which is being raised by the Plymouth Education Foundation

**Website:** <http://www.plymouth.k12.wi.us/Schools/PHS/food.html>

**SCEDC Notes:** The Plymouth School District is very responsive to the needs of local food processors.



## Contact:

Carrie Dassow, Superintendent  
Plymouth School District  
920-892-2661  
[cjdassow@plymouth.k12.wi.us](mailto:cjdassow@plymouth.k12.wi.us)



Image: Rendering of new facility

# Training | Inspire

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**Training:** Inspire Sheboygan

**Type:** Career Training

**About:**

Inspire Sheboygan County is a web-based career preparation and readiness platform that integrates career development tools, social media elements and workforce data into a seamless system, job creators, students, educators and parents can connect efficiently and effectively.

The Mission of Inspire Sheboygan County is to facilitate connections between businesses and Sheboygan County K-12 school districts and to serve as a centralized resource of information in order to foster collaboration that will grow applicable student career preparation and work-based learning experiences.

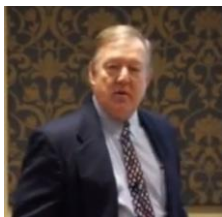
Inspire offers a database for students to interact with companies.

**Program Highlights:**

- 8,478 active students (high and middle school) in database
- As many as 1,000+ student questions for career coaches (employees in companies)
- 280+ career coaches
- 56 employers involved
- 50 job shadow requests
- 20 high and middle schools involved

**Website:** [www.inspiresheboygancounty.org](http://www.inspiresheboygancounty.org)

**SCEDC Notes:** The SCEDC has a spot on the Board of Directors. The system represents the best way employers can education and engage middle and high schools interested in career paths in their fields. Sheboygan is one of a handful of communities in Wisconsin who have embarked on creating an open flow of communication between K-12 students and employers.



**Contact:**

Peter Geise, Executive Director

Inspire Sheboygan County

920.457.9491

[Pgeise@InspireSheboyganCounty.org](mailto:Pgeise@InspireSheboyganCounty.org)

**Inspire Sheboygan**  
County

# Sheboygan Job Center

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**Organization:** Sheboygan County Job Center

**What is it:** Although The Sheboygan County Job Center is a public/private venture that combines resources in a one-stop employment and training center for employers, job seekers, workers and students.

They are almost all coordinated through Inspire Sheboygan County (explained on another page)

## **Job Seekers Services:**

We assist job seekers with life long resources. We have the resources to help, no matter what your needs are.

- Career Counseling & Assessment
  - Career Counselors
  - Classes
  - Resources
- Education & Training Services
  - Adult Basic Education
  - Apprenticeships
  - Career Counselors
  - Dislocated Worker Assistance
  - English as a Second Language
  - GED/HSED
  - High School Completion Programs
  - Occupational Skills Training
  - Trade Adjustment Assistance
  - Workplace Investment Act (WIA)
  - Workshops
- Job Search Assistance
  - Computerized Job Postings
  - Job Fairs
  - Job Search Web Sites
  - Job Search Workshops
  - Resource Center
- Financial Support Services
  - Child Care
  - Children First
  - Consumer Credit Counseling Service
  - Emergency Assistance
  - Food Share
  - Medical Assistance
  - Refugee Assistance Program
  - Wisconsin Home Energy Assistance Program
  - Wisconsin Works (W2)
- Programs For Specific Populations
  - Age 55 and Older
  - Dislocated Worker
  - Displaced Homemaker
  - Individuals With Disabilities
  - Low Income Household Member
  - Veteran
  - Youth
- Youth Services
  - Education & Employability Program
  - Job Searching
  - Questions About College
  - Services
  - Wisconsin Technical College's



# Sheboygan Job Center

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## **Business Services:**

We offer employers comprehensive services to meet all hiring needs, as well as provide support to existing businesses.

- Recruitment
  - Electronic Job Listings
  - Exclusive Recruitment Service
  - Job Fairs
- Business Resources
  - Financial Hiring Incentives
  - Keyboard Testing
  - Meeting Rooms
  - Technical Assistance
  - Technical Assistance for Workplace Issues
- Education & Training Services
  - Access to Trained Workers
  - Adult Learning
  - Apprenticeships
  - Outplacement Services
  - Seminars and Workshops
- Labor Market Information
  - National Employment Data
  - Sheboygan County Data
  - Wisconsin Data

## **Participating Organizations:**

- Bay Area Workforce Development Board
- Division of Vocational Rehabilitation
- Forward Service Corporation
- Great Lakes Training and Development
- Job Service
- Lakeshore Technical College
- Sheboygan County Health and Human Services Department

## **Contact:**

Maria Nichols, Employment & Training Specialist  
Sheboygan County Job Center  
920.208.5856

[Maria.nichols@dwd.wisconsin.gov](mailto:Maria.nichols@dwd.wisconsin.gov)

# School – Work Programs

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**Organization:** Various, Lakeshore Technical College’s Youth Apprenticeship is the premier program.

**What is it:** Although each K-12 school runs their own co-ops, internships, job shadows in different ways there are two main items to remember.

1. They are almost all coordinated through Inspire Sheboygan County (explained on another page)
2. LTC’s Youth Apprenticeship Program is the most successful, structured program

**About Youth Apprenticeships:** Youth Apprenticeships offer students like you the opportunity to explore future careers while you are still in high school and get paid for your time working at area employers. With one- and two-year programs that start when you’re a high school junior or senior, you can experience careers in fields like Health, Finance, Hospitality, Culinary, Science, Technology, Engineering & Math (STEM) and Manufacturing.

## Who is involved

- 90+ students
- 40+ companies
- Nearly every high school in Sheboygan County (9 school districts)

**Website:** <http://www.gotoltc.edu/future-students/high-school/ya/>

**SCEDC Notes:** The program has doubled in size over the last two years with nearly 100 students participating in the program. Over 70% students who are Youth Apprenticeships get full-time employment with the firms they have worked with, most in skilled or professional positions. The SCEDC has a spot on the programs Board of Advisors and could get any company connected very quickly.



## Contact:

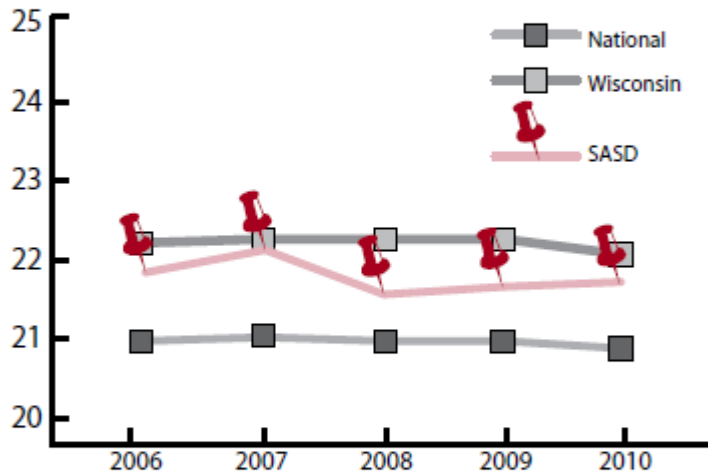
Jill Preissner, Youth Apprenticeship Coordinator  
Lakeshore Technical College  
(920) 693-1261  
[Jill.Preissner@GoToLTC.edu](mailto:Jill.Preissner@GoToLTC.edu)

# K-12 School Quality

## ACT TEST

The information in this report represents the students of the graduating class of 2009-2010 who took the ACT test.

Year	North	South	Sheboygan	Wisconsin	National
2006	22.1	21.4	21.8	22.2	21.1
2007	22.4	21.9	22.2	22.3	21.2
2008	22.0	21.1	21.6	22.3	21.1
2009	22.2	21.4	21.7	22.3	21.1
2010	22.1	21.2	21.8	22.1	21.0



## AP TEST

This test allows high school 9th through 12th graders to earn college credit while still in high school.

School	Enrollment (9-12)	#Students Tested	#Exams Taken	#Exams Passed	%Exams Passed
North	1570	77	133	99	74.4
South	1346	74	132	104	78.8
<b>SASD</b>	<b>2916</b>	<b>151</b>	<b>265</b>	<b>203</b>	<b>76.6</b>

## What are students doing after high school in Sheboygan?

	Job Training	Voc/Tec Training	College/University	Military	Employment	Other
North High	1.6%	15.3%	58.2%	3.2%	2.1%	19.7%
South High	0.9%	16.7%	50.9%	4.9%	1.5%	25.0%
Riverview	0.0%	18.2%	12.7%	5.5%	3.6%	60.0%
Etude	5.6%	11.1%	33.3%	0.0%	0.0%	50.0%
Warriner HS	0.0%	4.3%	21.7%	8.7%	4.3%	60.9%
<b>District Totals</b>	<b>1.3%</b>	<b>15.6%</b>	<b>50.5%</b>	<b>4.1%</b>	<b>2.0%</b>	<b>26.5%</b>

Annual Student Performance Report SASD

# Literacy Rate

Sheboygan Area School District, often considered by locals to be less desirable than other area schools as average or above average test scores in all levels of standardized testing than the State. Wisconsin itself is consistently noted for above-average public schools.

**2009 Combined KNOWLEDGE AND CONCEPTS EXAMINATION (WKCE)  
and WI Alternate Assessment for Students w/ Disabilities (WAA-SwD)  
Percent % of students at Proficient and Advanced.**

READING		LANGUAGE ARTS		MATH		SCIENCE		SOCIAL STUDIES	
Tested Students		Tested Students		Tested Students		Tested Students		Tested Students	
Proficient & Advanced		Proficient & Advanced		Proficient & Advanced		Proficient & Advanced		Proficient & Advanced	
<b>Fourth Grade 2009</b>		<b>Fourth Grade 2009</b>		<b>Fourth Grade 2009</b>		<b>Fourth Grade 2009</b>		<b>Fourth Grade 2009</b>	
Cleveland	75	Cleveland	50	Cleveland	75	Cleveland	75	Cleveland	100
Cooper	83	Cooper	80	Cooper	85	Cooper	85	Cooper	98
Grant	90	Grant	81	Grant	81	Grant	74	Grant	94
Jackson	74	Jackson	77	Jackson	97	Jackson	77	Jackson	97
Jefferson	87	Jefferson	72	Jefferson	87	Jefferson	82	Jefferson	100
Lincoln-Erdman	90	Lincoln-Erdman	84	Lincoln-Erdman	94	Lincoln-Erdman	94	Lincoln-Erdman	100
Longfellow	70	Longfellow	65	Longfellow	76	Longfellow	56	Longfellow	92
Madison	87	Madison	77	Madison	83	Madison	76	Madison	94
Pigeon River	94	Pigeon River	84	Pigeon River	89	Pigeon River	87	Pigeon River	98
Sheridan	62	Sheridan	68	Sheridan	77	Sheridan	65	Sheridan	100
Wilson	91	Wilson	83	Wilson	91	Wilson	88	Wilson	97
<b>SASD</b>	<b>84</b>	<b>SASD</b>	<b>77</b>	<b>SASD</b>	<b>85</b>	<b>SASD</b>	<b>78</b>	<b>SASD</b>	<b>96</b>
Wisconsin	81	Wisconsin	77	Wisconsin	81	Wisconsin	77	Wisconsin	93
<b>Eighth Grade 2009</b>		<b>Eighth Grade 2009</b>		<b>Eighth Grade 2009</b>		<b>Eighth Grade 2009</b>		<b>Eighth Grade 2009</b>	
Farnsworth	80	Farnsworth	59	Farnsworth	78	Farnsworth	73	Farnsworth	75
Horace Mann	80	Horace Mann	56	Horace Mann	83	Horace Mann	78	Horace Mann	82
Urban	77	Urban	56	Urban	80	Urban	74	Urban	78
<b>SASD</b>	<b>78</b>	<b>SASD</b>	<b>57</b>	<b>SASD</b>	<b>80</b>	<b>SASD</b>	<b>74</b>	<b>SASD</b>	<b>78</b>
Wisconsin	84	Wisconsin	65	Wisconsin	78	Wisconsin	80	Wisconsin	81
<b>Tenth Grade 2009</b>		<b>Tenth Grade 2009</b>		<b>Tenth Grade 2009</b>		<b>Tenth Grade 2009</b>		<b>Tenth Grade 2009</b>	
North	76	North	73	North	79	North	71	North	84
South	74	South	70	South	74	South	69	South	75
<b>SASD</b>	<b>74</b>	<b>SASD</b>	<b>69</b>	<b>SASD</b>	<b>74</b>	<b>SASD</b>	<b>68</b>	<b>SASD</b>	<b>77</b>
Wisconsin	76	Wisconsin	68	Wisconsin	70	Wisconsin	72	Wisconsin	75

# Public Transit – Info

## Shoreline Metro (Public Bus System)

Shoreline Metro (SLM) services three communities with a fixed route public transit system including the City of Sheboygan, City of Sheboygan Falls, and the Village of Kohler. SLM operates ten (10) fixed routes, Monday through Saturday. SLM is publically operated by the City of Sheboygan.

SLM also operates paratransit services. This service is for elderly and disabled individuals, many who are unable to use the fixed route bus system.

The City has been known to shift and change routes based on employer needs.

<b>2014 Statistics</b>		
	PASSENGER TRIPS	TRIPS/HOUR
<b>Fixed Route</b>	<b>538,802</b>	<b>12.91</b>
<b>Paratransit</b>	<b>37,062</b>	<b>2.08</b>
	REVENUE MILES	REVENUE HOURS
<b>Fixed Route</b>	<b>602,100</b>	<b>41,729</b>
<b>Paratransit</b>	<b>181,961</b>	<b>17,776</b>



**Contact:**

Derek Muench, Director of Transit & Parking  
 City of Sheboygan  
 920-459-3285

[Derek.Muench@shorelinemetro.com](mailto:Derek.Muench@shorelinemetro.com)

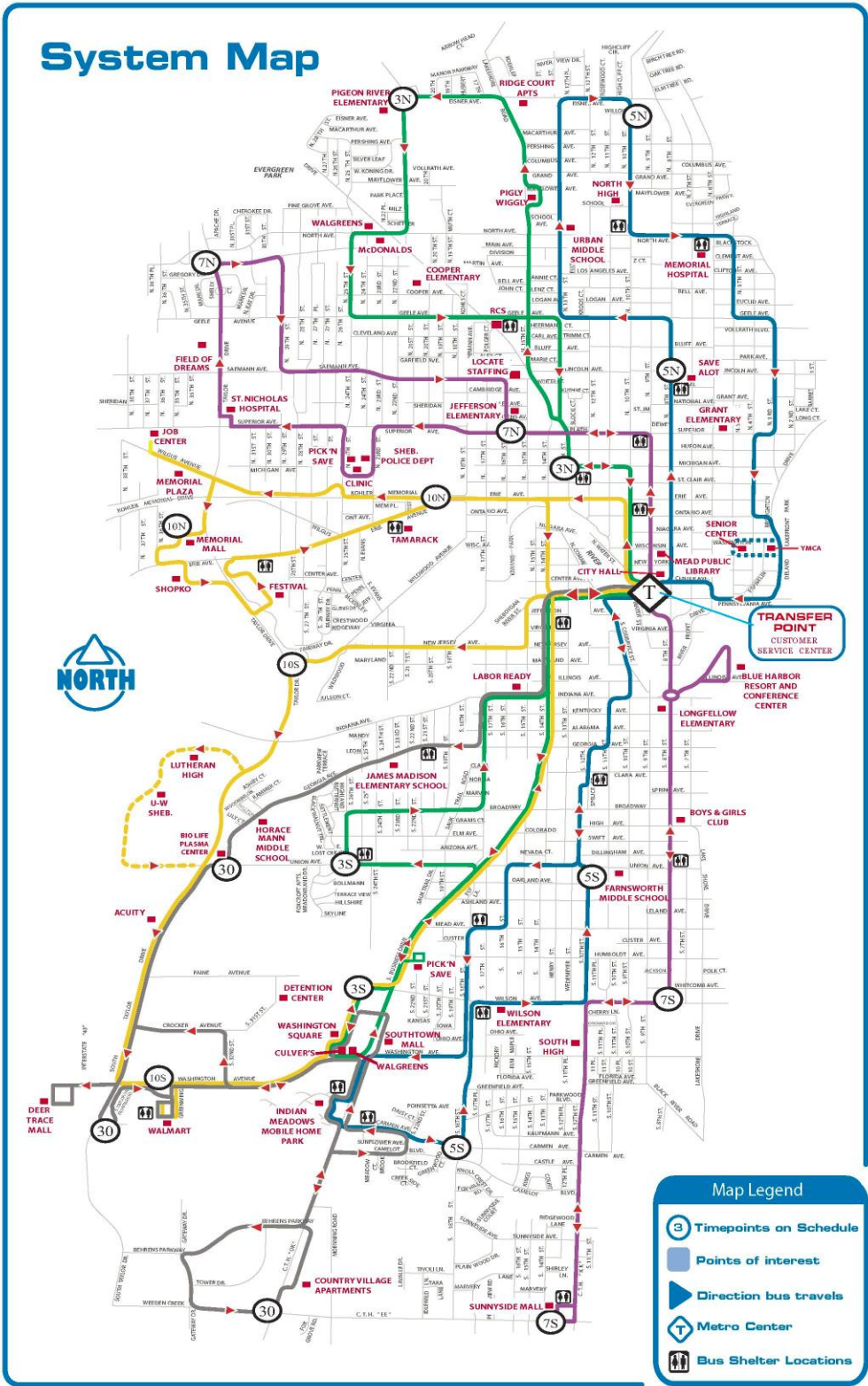
<b>3.4%</b> <small>RIDERSHIP INCREASE                  IN 2014</small>	<b>70,000+</b> <small>RESIDENTS SERVICED BY PUBLIC TRANSIT                  IN THE SHEBOYGAN AREA</small>	<b>1,714</b> <small>AVERAGE DAILY TRIPS PROVIDED                  IN 2014</small>
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# Public Transit – Bus Route

Map of fixed route bus operations



# Support Group | Hmong

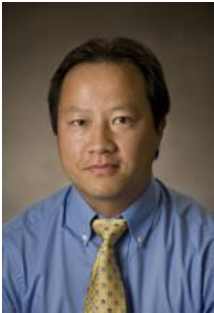
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## **Hmong Mutual Assistance Association of Sheboygan, Inc.** | [www.hmaaweb.org](http://www.hmaaweb.org)

The Hmong Mutual Assistance Association of Sheboygan, Inc. (HMAAS) is a non-profit organization founded in 1980 by the Hmong community of Sheboygan. The purpose of the association is to promote a spirit of loving friendship, cooperation, and benevolence among the Hmong community of Sheboygan; to serve the economic, social, and cultural needs of the Hmong people; to hold meetings and gatherings for the better realization of such purposes; and to promote increased understanding, opportunity and sharing of resources in the greater Sheboygan area.

HMAAS services include having experienced Interpreters for:

- Hospital and Medical Appointments
- Employment and Job Interviews
- Employee Training and Orientations
- Attorney and Legal Consultations
- Court and Law Enforcement Related Matters
- Business and Clients Relation



### **Contact:**

Dr. John Yang, President  
Hmong Mutual Assistance Association of Sheboygan, Inc.  
(also, Associate Professor of Education at Lakeland College)  
920-565-1000 x. 2309  
[YangJC@Lakeland.edu](mailto:YangJC@Lakeland.edu)

# Childcare Availability

Information on Childcare providers is complete and 100% accurate as of March 2015. This represents all licensed child care providers. Unlicensed providers are unknown, but are legal to operate.

## Child Care Resource & Referral | [www.ccrfoxvalley.org](http://www.ccrfoxvalley.org)

Since 1987, Child Care Resource & Referral has helped many parents find child care by offering information and assistance in choosing and evaluating child care programs. We offer you information on options, not recommendations. CCR&R cannot warrant accuracy of provider information, nor can we assure the quality of service of any child care provider referred in this process.

## 2014 Sheboygan County Actual Licensed Child Care Rates

### Daycare Center Providers

Group Weekly Rates			
Age Group	Lowest	Highest	Average
0 - 12 months	\$ 215.00	\$ 220.00	\$ 218.25
1 year	\$ 215.00	\$ 220.00	\$ 218.25
2 year	\$ 176.00	\$ 202.00	\$ 191.60
3 year	\$ 155.00	\$ 190.00	\$ 173.75
4 year	\$ 151.00	\$ 185.00	\$ 167.00
5 year	\$ 151.00	\$ 185.00	\$ 165.00
6 - 8 years	\$ 140.00	\$ 166.00	\$ 155.12
9+ years	\$ 140.00	\$ 166.00	\$ 151.50

### In-Home Providers

Family Weekly Rates			
Age Group	Lowest	Highest	Average
0 - 12 months	\$ 85.00	\$ 239.00	\$ 151.90
1 year	\$ 85.00	\$ 219.00	\$ 149.90
2 year	\$ 85.00	\$ 190.00	\$ 140.44
3 year	\$ 85.00	\$ 195.00	\$ 140.44
4 year	\$ 85.00	\$ 195.00	\$ 140.44
5 year	\$ 85.00	\$ 195.00	\$ 140.44
6 - 8 years	\$ 50.00	\$ 195.00	\$ 129.14
9+ years	\$ 50.00	\$ 195.00	\$ 134.00

Source: Child Care Resource & Referral, Inc.

# Livability – Area Accolades

With 1,793 single men, Sheboygan, WI was named as One of the 19 Best Small Cities for Single Millennial Women by DatingAdvice.com.

In 2014, the City of Sheboygan Falls was named one of the 50 Safest Cities in Wisconsin by Safewise.

Luminosity named Sheboygan County as In the Top 10% for Smartest Communities in the United States in 2013 by ranking the County 48th from over 500 communities assessed. Sheboygan County ranked very well for individuals under 35 and problem solving abilities.

A study by Brookings found that Sheboygan County is One of the Top Twenty Most Innovative Communities in the United States. This study looked at Patents filed from 1980 to 2012. Sheboygan County made the list with the Silicon Valley, Boulder, CO, Raleigh-Durham-Chapel Hill, NC "The Research Triangle," and Austin, TX.

The Global Post named Sheboygan County the Most Equitable Community in the United States in 2013 by having the smallest gap between rich and poor.

The Morgan-Quinto Press named Sheboygan County the 4th Safest Metropolitan Area in the United States in 2013.

In 2012, Sheboygan County Beaches have been named by iVillage.com as one of The Best Beaches for Families in the world and a Best Midwest Beaches by the Travel Channel.

In 2011, Sheboygan County was one of eight counties and the only in Wisconsin to receive the designation of a "Bicycle Friendly Community" according to the League of American Bicyclists.

In 2011, the Sheboygan County was named by The Daily as the Most Equitable Community in the United States as we have the smallest gap between rich and poor.

Bloomberg Business Week named Sheboygan the Best Place to Raise Kids in Wisconsin in 2011.



**BEST  
PLACE**  
*to RAISE  
your KIDS*

*- Bloomberg Business Week*

[WWW.SHEBOYGANCOUNTYEDC.COM](http://WWW.SHEBOYGANCOUNTYEDC.COM)



# Livability – Area Accolades



In 2011, Golf Digest ranked the top 100 golf courses open to the public in the United States. Five of the top 100 public golf courses were in Sheboygan County.

Sheboygan County has two top 100 ranked golf courses by Golf Magazine. In 2010, Whistling Straights and Blackwolf Run were ranked 3rd and 12th respectively.

Expedition Outdoor Supply calls Sheboygan the “Malibu of the Midwest” for its fresh-water surfing. Sheboygan hosts the largest lake surfing tournament in the world.

Sheboygan County was rated in the top three safest metropolitan areas in America by City Crime Rankings 2009-2010.

A book entitled, *Best Place to Raise Your Family: The Top 100 Affordable Communities in the US*, published in 2008, lists Sheboygan County as “an attractive, clean, and prosperous area with excellent in-town amenities, a close-knit community, and recreational opportunities in town and surrounding countryside.”

In 2006, *Field & Stream* magazine ranked Sheboygan as the top pick in the nation for salmon fishing.

In January 2004, the Morgan–Quinto Press, ranked Sheboygan the seventh safest city in the nation, amongst 281 metropolitan areas, based on 2002 crime statistics.

Money Magazine named “Sheboygan is one of eight best places to retire” in June 2002. In the article Money Magazine refers to Sheboygan as “a small town with everything,” and calls it the “Bratwurst Capital of the World.”

In 2001, ePodunk named Sheboygan the #1 Hometown USA city in the United States because of being a safe city, having high levels of citizen involvement in volunteerism, attending church, involvement in organizations and supporting community initiatives.

Reader's Digest, in 1995, recognized Sheboygan as “The Best Place to Raise a Family” in the United States.



# Population | Basic Info

## Sheboygan County

**Population: 115,507**

**Population Growth since 2000 Census:**

- Sheboygan County: 2.5%
- State: 6%
- National: 9.7%

**Socioeconomic Demographics:**

- 95% of residents were born in US
- 78% of residents were born in Sheboygan County
- 84.4% of adults 25 + years are High School graduates (WI 85.1%, US 80.4%)
- 17.9 % of adults 25+ years have Bachelor Degree or higher (WI 22.4%, US 24.4%)

**Changing Demographics in Sheboygan County**

- 67% increase in Hispanic/Latino population from 3,789 in 2000 to 6,329 in 2010
- 43% increase in Asian population from 3,698 in 2000 to 5,279 in 2010
- 31% increase in Black/African American population from 1,224 in 2000 to 1,605 in 2010

**Underlying Social Determinants of Health in Sheboygan County**

- 7.7% of population at below poverty level
- 11% percent of children at or below poverty level
- 2009 Median Household income \$52,848, now above state and national level
- In 2008, 25,427 have incomes below 200% FPL
- Average monthly unemployment (8.7% in 2010; 8.36% in Jan-March 2011)
- 71.4% own their own home (US: 66.2%)
- 541 home foreclosure in 2009
- 531 home foreclosures in 2010

# Personal Amenities

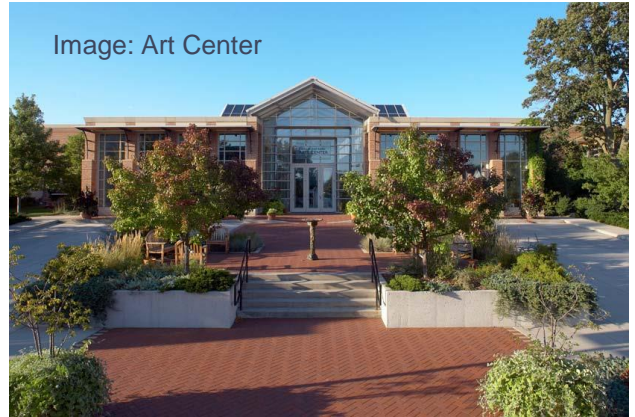
## Amenities:

### Sheboygan Mead Public Library

- 64,000 Square-Feet
- Collection of 341,251 books

### John Michael Kohler Art Center

- Not-for-profit art museum
- 100,000 Square-Feet
- 160,000 visitors each year
- Ten galleries, a theater, performance and meeting space, studio classrooms and café
- Premier dance performances, art exhibits, festivals , music performances and theatre
- Art based preschool, classes, demonstrations, lectures and tours



### Stefanie H. Weill Center for the Performing Arts

- Performing arts stage
- Hosts live performances, movies and The Sheboygan Symphony Orchestra

### Blue Harbor Resort & Spa

- 182 room resort, 64 villas
- Seven slide indoor water park
- 38,000 Square-Foot water park
- 29,000 Square-Foot conference center
- On Lake Michigan

### Farmers Market

- Wednesday and Saturday's
- Fresh grown produce, flowers, local cheese and bread



Image: Bookworm Gardens

### Bookworm Gardens

- 60 interactive gardens representing children books
- Absolutely free

Image: Blue Harbor Waterpark



Image: Weill Center (inside)



Image: Library



# Business Amenities

## Conference & Lodging

Sheboygan County is home to 2 lakeside resorts and the only AAA, 5-diamond resort in the Midwest. These amenities are perfect for sales conferences (up to 800 people) and client hospitality.



The American Club  
[www.americanclubresort.com](http://www.americanclubresort.com)



The Osthoff Resort  
[www.osthoff.com](http://www.osthoff.com)



Blue Harbor Resort & Spa  
[www.blueharborresort.com](http://www.blueharborresort.com)

## Extra Manufacturing Horsepower



RCS Empowers  
[www.rcsempowers.com](http://www.rcsempowers.com)

**About:** RCS has been recognized nationally as a leader in the rehabilitation industry. RCS, a non-profit, provides manufacturing related contract services to include:

- Bagging
- Labeling
- Skin Packaging
- Shrink Wrapping
- Fulfillment/Collation/Folding
- Light Bench Work

RCS also provides contracted labor services in conjunction with the Department of Vocational Labor to get individuals off of disability on “back on their feet”



# Business Amenities

## Business-Related Hospitality

The area has several world-class events and amenities to “wine and dine” your clients and vendors to include:



Road America Racetrack  
[www.roadamerica.com](http://www.roadamerica.com)



Sail Sheboygan  
[www.seasheboygan.org](http://www.seasheboygan.org)



Whistling Straights Golf Course



Black Wolf Run Golf Course

## Getting Here Quickly



Sheboygan County Memorial Airport  
[www.westernshoreaviation.com](http://www.westernshoreaviation.com)

## Airport Facts

- 7<sup>th</sup> Busiest Airport in Wisconsin
- 700+ daily aircraft operations (flights)
- Handle 98,000 lbs. aircraft (Boeing 737)
- Longest runway: 6002'
- Fixed base operator
- Rental car facility on site (Hertz)

# About Us

**Organization :** Sheboygan County Economic Development Corporation (SCEDC)

**About:**

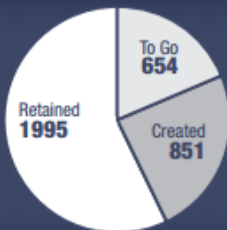
The Sheboygan County Economic Development Corporation is a countywide private/public partnership, leading economic development efforts to improve the economic wellbeing and long-term prosperity of the businesses, residents, and communities of Sheboygan County, through collaborative retention, expansion, and attraction efforts for business and employment development.

We work directly with local businesses and companies looking to invest in Sheboygan County. Our mission is to remove barriers to growth for these firms and help them make informed strategic decisions. We provide direct services in the areas of alternative business finance, location consulting, and workforce development. In addition to a full-time, professional staff, we draw on the vast experience and knowledge of local business executives and community leaders that make up our Board of Directors. We help our clients make expansion and investment decisions quickly, based on accurate, timely information.

**Key Programs:**

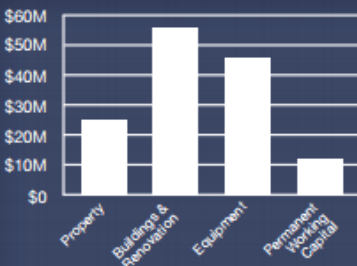
- Non-Traditional Finance
- Site Selection
- Workforce Development
- Personalized Business Services

## 5-Year SCEDC Accomplishments



**Goal:**  
Help to create and retain 3,500 jobs in Sheboygan County.

**Goal Obtainment:**  
**2,846**

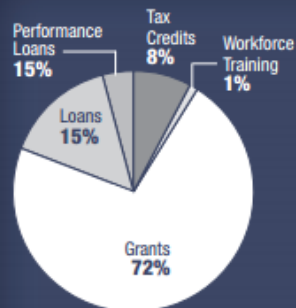


**Goal:**  
Assist businesses in establishment, modernization, and expansion activities that will result in \$100 million in capital investments (i.e. equipment, land, buildings) in Sheboygan County.

**Total:**  
**\$142,388,621**

**Actual Numbers:**

**Property:** \$57,697,500    **Construction & Renovations:** \$25,585,000  
**Equipment:** \$46,886,000    **Permanent Working Capital:** \$12,220,121



**How:**

The SCEDC has procured nearly \$29 million in financial assistance for companies. SCEDC staff have an intimate knowledge of available financing and incentive programs.

**Total:**  
**\$28,998,762**

**Actual Numbers:**

**Grants:** \$20,797,500  
**Loans:** \$4,415,000  
**Performance Loans:** \$1,175,000  
**Tax Credits:** \$2,325,000  
**Workforce Training:** \$286,262



# Contact Us

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**We look forward to your visit**  
Contact us anytime



Image: Downtown Sheboygan



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